

Sidelines

News from the world of volleyball for USA CAP
accredited coaches



www.usavolleyball.org



Hunterisms:

are defined as phrases and statements that Southern Illinois University volleyball athletes heard... evidently, too often. They proceeded to write a small book entitled **Hunterisms**. Some of the finer examples follow.

- What is it? What are they? Is there such a word?
- Welcome to college... your responsible life is next.
- Good, better... best!
- Talk to me hitters.
- Make it **quality time with quality action**.
- You're gaining a reputation!
- On a scale of 1-10, **how would you rate your performance in this drill?**
- You know your situation.
- System! Stay in our system!
- Headphones are banned!
- Communication is essential for this team to become all we can be.**
- Know your composition of worth to yourself and to this team.
- It's **high maintenance to strive to be a complete** player.
- I know if we challenged them to a written test - we would win!
- Punishment... no, this is your opportunity to demonstrate your level of commitment to this team.
- It is better for all of you to be mad at me than for me to be mad at all of you.
- **Life has just two constants, change and God if you so choose.**
- **You will appreciate me... later, maybe, much later.**
- Does every bite say "health?"
- **Graciously, thank** these officials.

A Fond Farewell

By Diana L. Cole

This summer USA Volleyball (USAV) bid a fond farewell to Debbie Hunter, Senior Director of Educational Services and Programs. With USAV for the past 11 years, Debbie resigned her position in July in order to pursue other interests.

Hunter is well known for her advocacy of coaching education, for the sake of the true beneficiaries of knowledge of the game of volleyball and coaching theory - the kids who play our sport. Debbie has tirelessly contributed to the body of knowledge of what we know about how to train the people who coach our kids.

Hunter specifies that the reason for the USA Coaching Accreditation Program's existence is because athletes need safe and educated coaches.

"We have held fast to a vision at USA Volleyball that education must focus on the development of the whole person and the growth of each person's talents," says Hunter. **"We must maximize athletes' talents and minimize challenges in their learning by facilitating coaches to better understand and oversee the development of athletic performance."**

Hunter's contributions to USAV and coaching education are immeasurable. She has been instrumental in developing the USA Coaching Accreditation Program (CAP) into one of the most recognized and respected sport education programs in the United States and the world. Debbie also was the driving force behind the highly acclaimed Critical Thinking Seminars and the Athlete/Coach Development Conferences, conceived the idea and designs for the USA CoachWare line of apparel for coaches, was an initiator for the USAV Sports Medicine and Performance Commission (SMPC), had taken a leadership role in providing continuing education opportunities for USAV staff, and continues to be an advocate for ongoing professional development.

"Debbie has been acknowledged by her peers and others in the coaching profession as a leader in the field of education," said Kerry Klostermann, USAV's Executive Director, **"and her 'Critical Thinking Seminars' have been viewed as model educational experiences by many**

other organizations."

For her efforts in promoting volleyball and coaching education, Hunter was awarded USAV's Leader in Volleyball award in 1990. When accepting her award she stated that her personal philosophy was that *"volleyball was a tool by which all participants, athletes, coaches, spectators and officials were able to reach inward to self-develop and discover excellence"*, and that *"volleyball contributes to the personal health of people and to the essential esprit de corps of society."*

Besides her position at USAV, Hunter's national involvement has included roles on both AIAW and NCAA committees and commissions, Head of Delegation for National Sports Festivals, USA Women's National Advisory Board, USAV Board of Directors, AVCA Board of Directors, and Prairie State Games Volleyball Coordinator.

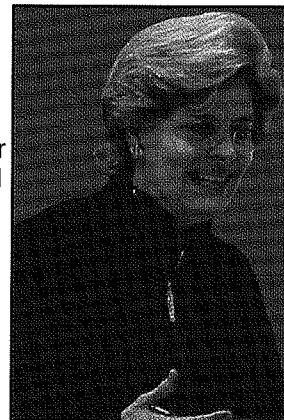
It is evident that Hunter will be greatly missed at USA Volleyball and by her colleagues within the USA CAP Cadre of coaches.

"After eleven years at USA Volleyball, Debbie has decided it is time to move on," says Marjorie Mara, USAV Senior Director. **"Debbie led the Education Department during a time that featured quality expansion and is sought out by other NGB coaching educators because of her innovative and global thinking. She has been a champion for the under-represented, working to increase opportunities for women and minorities in leadership positions. I hope you all will join me in wishing Debbie the best in whatever she decides to do."**

"Debbie Hunter can head off into her new ventures, dot.com or not, knowing she did more for coaching education in the sport of volleyball than any American in history," noted John Kessel, Director of USAV Grassroots & Beach Programs, and USA CAP Cadre member. **"Blending academics, research, and the talents of the CAP Cadre, the impact has trickled down to hundreds of thousands, indeed, millions of players. It has been a treat working for her and with her,"** says Kessel. **"She will be missed greatly by my kids, who also learned from Debbie, and by me. Happy trails Hunter."**

"Debbie Hunter has been the wind beneath the

CONTINUED ON PAGE 3





A FINAL COLUMN. . .

*My heart is moved by all I cannot save;
so much has been destroyed.
I have to cast my lot with those,
who age after age, perversely,
with no extraordinary power
reconstitute the world.*

- Adrienne Rich

By **Debbie Hunter**, Former Director
of Education Development

As your "official guest columnist," I am writing to bid you farewell at this ending of our professional ties of nearly twelve years. I am now living life with a new process and panoramic viewing. This is bringing me new dichotomies - those of fear and courage. I am constructing new frameworks as I explore my imagination and understandings of soul, being, sanctuary, spirit, becoming . . . and their deepest relevance to fully living.

This journey of transformation has me living new, daily challenges. I am studying my own addictive behaviors and how our culture has strongly reinforced my development of them. Moving out of workaholicism is allowing me to practice the making of new behaviors that are better aligned with my own true purpose. I am now clarifying how jobs, careers, workaholicism, promotions, titles, job security and benefits are all strong cultural hooks. I am realizing their limitations in what they can offer toward fulfillment and happiness.

Work, as I now see it, is important, worthy and more than a job. My life work is two-fold and includes:

- 1) Knowing my gifts and talents, and
- 2) Offering them to bless this world.

I have discovered that many pursuits revered in our society have been deterrents to my real work and I am grateful for finally reaching my conscious awakening to these forces.

What in the past have been reinforcing cornerstones of my life are now shifting to the more prominent positions of 'centerpieces':

- 1) Devotion to life education, and
- 2) Mindful living to remove that which is bitter.

Just as athletes and coaches are, I am living with struggle and reward. My new difference is realizing the role external forces, i.e. media, society, and corporate structure, play in determining career advancement and stability. The day in and day out of a job routine, without sufficient pause, reflection and renewal, may lead to a numbing to the beauty in life. It happened to me. This power is what I am now reeling back in, allowing my life to become more meaningful and balanced.

I am grateful for the relationships we have created and shared, and wish you many new blank pages on which to compose lots of new dreams. May your life say an emphatic 'yes' to even more possibilities within coaching, education, teaching and . . . always, in all ways, learning.

All of the best to you on your journey.

With extraordinary respect,
Debbie

*Hold on to what is good, even if it's a handful of earth.
Hold on to what you believe, even if it's a tree that stands by itself.
Hold on to what you must do, even if it's a long way from here.
Hold on to your life, even if it's easier to let go.
Hold on to my hand, even if I've gone away from you.
-A Pueblo Indian Prayer*



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USA Coaches Creed

As a volleyball coach, my behavior exhibits:

- INTEGRITY which recognizes the dignity and value of everyone with whom I come in contact;
- RESPECT and honor for our professional traditions;
- COMMITMENT to sound educational principles; and
- ENTHUSIASM toward the diverse values of individuals and communities.

I am held accountable in all leadership settings to:

- Maintain the highest standards of personal conduct and professional competence;
- Advance the welfare of those who ask for help; and
- Hold in esteem players, parents, officials, administrators, spectators, media and others with whom I come in contact.

I dedicate myself honestly to these principles and their application to all whom I associate.

OUR MISSION:

To enhance the quality of
instruction, training and
professional status of all
volleyball coaches.



USA VOLLEYBALL

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<http://www.performancecondition.com/volleyball>.



Calendar

AUGUST

- 23-30 ■ USA Women's National Team, FIVB World Grand Prix, Macao, Malaysia, China, Philippines
- 25-27 ■ AVP Men's Beach Event, Manhattan Beach, CA
- 26-27 ■ BVA Women's Beach Event, San Diego, CA
- 26- Sep 3 ■ USA Men's B Team, France, (tournament)
- 26-27 ■ AVP Men's Beach Event, Manhattan Beach, CA

SEPTEMBER

- 5 ■ VolleyVan, University of Colorado, Boulder, CO
- 11 - 16 ■ VolleyVan, Intermountain Region, Salt Lake City, UT
- 15- Oct 1 ■ USA Men's & Women's National Teams, Olympic Games, Sydney, Australia
- 18 - 23 ■ VolleyVan, Mid Columbia Girl Scout Council, Kennewick, WA

OCTOBER

- 2-7 ■ VolleyVan, Tennessee Temple University, Chattanooga, TN
- 9-14 ■ VolleyVan, St. Augustine Family YMCA/Florida State University, St. Augustine/Tallahassee, FL
- 16-28 ■ USA National Disabled Teams, Paralympic Games, Sydney, Australia
- 23-28 ■ VolleyVan, Wyoming Girl Scout Council, Casper, WY
- 30-Nov 4 ■ VolleyVan, Riverside YWCA/University of Southern California, Riverside and Los Angeles, CA

NOVEMBER

- 13-18 ■ VolleyVan, Puget Sound Region/University of Washington, Seattle, WA

2000 USA CAP Calendar

DATES	LEVEL	CITY
Sept. 28-Oct. 1	I, II	Colorado Springs, CO
Dec. 1-3	I & II	Rochester, MN
Dec. 8-10	I, II, (VCS *)	Richmond, VA
Dec. 8-10	I, II, IMPACT	Salem, OR

* Tentative courses

Interested in hosting a CAP course in your area for 2001? Call the USA CAP office now for more details and to reserve your dates!
1-719-228-6800.

On-Line Registration!

Did you know you can now register for CAP courses on-line and pay with an "electronic" check? It's fast, easy and free!

Go to the CAP Registration Form on the Education page at www.usavolleyball.org and simply enter the information contained on the bottom of your check, including the routing number and account number. We also accept Visa, MC, AMEX and Discover.

NIKE VolleyVan

To receive an application for hosting USA Volleyball's NIKE VolleyVan, contact Diana Cole, Project Coordinator at 1-88-USVOLLEY or by email at vaninfo@usav.org.



wings of coaching education at USA Volleyball for over a decade," said Darlene Kluka, SMPC and USAV Board Member. *"She has been innovator, visionary, and guide to all of us in getting the volleyball community to see the bigger picture in coaching education. Her contributions in raising the level of consciousness on matters involving women and sport were amazing, and her foresight in providing a coaching Code of Ethics was greatly needed and appreciated. Debbie's departure from USAV saddens many of us who have known her for many years, but she has left a legacy with USA Volleyball that will be felt for decades to come."*

Debbie has served as colleague, friend, teacher, and mentor to many people in the volleyball world - from her players, to assistant coaches, USA CAP Cadre, and USAV staff. *Sidelines* invited these people to explain what Debbie has meant to them, personally and professionally.

"I have known Debbie for most of my coaching career . . . first coaching against her when she was at Southern Illinois University, then working with her as an administrator at several Olympic Festivals, and finally as the Director of Educational Services at USA Volleyball. She put numerous days of her life into volleyball for athletes and coaches. I want to thank her for all of her time and her professionalism and wish her the best."

—Cecile Reynaud, USA CAP Cadre, Florida State University

"I really appreciate all the hard work Debbie did over the years to make the CAP program successful at a volleyball as well as on a personal level. Debbie treated everyone in a special way, making each feel as though they were the most important person in her life. This is a talent. I will miss her involvement in USA Volleyball."

—Sue Gozansky, USA CAP Cadre, UC-Riverside

"I just want to go on record as saying that Debbie is one of the great female pioneers of our sport. She is also one of the finest people you'd ever want to meet. For me the CAP program was our NGB's best effort at taking an active role in education. Debbie was the CAP program and what attracted me to it. I wanted to be involved with a program that was led by such a caring, involved, and knowledgeable person. Because she was so passionate about the program so were others. If it had it not been for Debbie, the CAP program would not have been one of USA Volleyball's most consistent and successful endeavors. I wish her all the best."

—Greg Giovannazzi, former USA CAP Cadre

"Debbie is the personification of a great teacher and mentor. She has been priceless with regards to leadership for USAV and for myself throughout the years that we worked together. I wish her nothing but the best in her personal and future endeavors."

—Kim Walker, USA CAP Cadre

"The CAP program has been a valuable asset to hundreds of coaches nationwide, and I believe that Debbie's dedication to the program is the number one reason. She really worked hard behind the scenes to make the program a success."

—Shelton Collier, USA CAP Cadre, University of Georgia

"Debbie will be tremendously missed by not only by USAV, but by the volleyball community as a whole. She has made significant contributions to the development of education programs for volleyball in the US. Debbie's absence will leave a void that will be difficult to fill. Having known Debbie since the late 1970's, I know that one would be hard pressed to find a more committed and compassionate professional."

—Stephanie Schleuder, USA CAP Cadre, Macalester College

"I have been associated with the USA CAP Program since 1994, when I was selected to serve as a Cadre member for the courses offered throughout the country. Debbie, in her role as program director for CAP, was always there with helpful suggestions, insights and strategies. It was apparent that her offerings were aimed with one objective in mind - to enable coaches to best impact the kids they would be working with in their school and club

programs. It was clear that Debbie's first and only concern was for the kids who chose volleyball as their sport. She truly wanted the kids to love the experience of playing the game. She felt the best way to do this was to enable coaches to learn and apply as much as they could."

—Stu Sherman, USA CAP Cadre, Graceland College

"Debbie means a ton to me personally and a ton to USA Volleyball both professionally and personally. I was a high school coach when Debbie took me under her wing. She guided my early speaking engagements and led me into collegiate coaching and many other events. Over the years, whenever I had questions I asked Debbie. It is clear to all of us that Debbie is giving, rarely spending time talking about herself - rather, always asking about others! I love her for who she is, for what she's done, and for where she's going. Her leadership in the sport of volleyball will be greatly missed. I will treasure her friendship and guidance forever!"

—Teri Clemens, USA CAP Cadre

One of Debbie's favorite quotes, by George Eliot, "It is never too late to be what you might have been," speaks to her personal philosophy as well. She explains that her plans for the future include staying open to discovering the next best way to use her gifts and talents. In this light, it appears that her love of education, learning and self discovery will continue to exert a major influence in her life, as Hunter intends to enroll in seminary school with the aim of becoming involved in the ministry. "My internal and external conversations go in many directions," said Hunter, "with ministry being the most energizing and recurring theme . . . for today."

In leaving, Debbie says she will miss people the most, "The people - it always comes back to the people for me." Hunter goes on to say that she is most proud of having learned alongside, been available for, and connected with so many wonderful people. However she says she also would have liked to create and grow education in a way that better addressed the scope of needs of both coaches and athletes at multiple layers of their development. When asked what she considered to be her best accomplishment in her years at USAV, Hunter had this to say, "Paying attention to history, I do not believe this will be known for eons. If any of the processes to learning about performance, such as the Athlete and Coach Competency Summits and National Seminars, the Coaches Code of Ethics, the Sports Medicine and Performance Commission, stir a constant attention to the ever dynamic state of volleyball, then my efforts came to be in the right place at the right time."

A new job description for the Director of Coach Training and Education is being formulated and will be advertised late in the Fall of 2000. Key elements of the position include: 1) the development and facilitation of coach training experiences at the international level for a select group of top coaches, 2) Reviewing and revising USAV coaching education materials, 3) Planning and supervising the delivery of coach education experiences to the greatest number of potential audiences, and 4) serving as liaison with USAV's SMPC to support research benefiting athlete performance and coaching competency.

When asked about the direction she would like to see the next Director of Education Services take the programs, Hunter replied, "There are unlimited possibilities. Realistically, without knowing the support (more than just financial), the individual will receive it is impossible to address. Once again, with history as an indicator, when a long time staff departure occurs, an opportunity to upgrade the position often results due to market place demand. It would be very likely for expansion to take place within education, too. These would be two excellent results for volleyball athletes and coaches."

As one of those individuals whom Debbie Hunter has mentored, and having been exposed to some "Hunterisms" as well, I can say that

ON THE SIDELINES...

A National Team Drill – Sharing models to create meaningful practice activities for your team.

4 CHANCES

Marv Dunphy, USA Men's National Team Assistant Coach

OBJECTIVES:

1. Works on offensive transition from a serve receive ball.
2. Works on transition attack patterns from free or down balls.

DIRECTIONS:

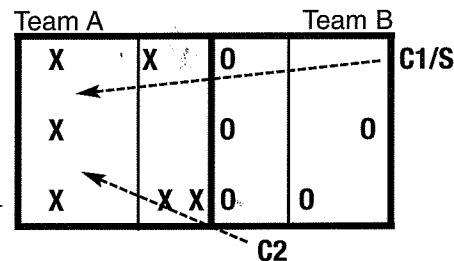
This drill is coach-oriented and designed to be run with six players on each side of the court. Coach #2 is off the court on Team B's side, while a second coach may be stationed in the serving area on the same side. The objective is to try to score on any 4 rallies in a row. Coach #1, (or a player) in the serving area for Team B, begins by serving a ball to Team A. Team A attempts to run their serve receive offense and win the rally. If Team A wins the rally, they score 1 point. Once the ball is dead, Team A then receives three free or down balls in a row from Coach #2, attempting to run their transition offense on each. If Team A wins each free ball, scoring 3 more points in a row, then they win the right to rotate. If Team A does not win the initial serve receive rally, they still get 3 chances to score on the free balls, followed by another chance to score on a second serve receive play to score their four rallies in a row. Coaches may then have players on Team A either rotate in regular fashion into a new serve receive position, flip-flop back row to front row, or substitute in. The USA Team coaches recommend using the following order of rotations to allow proper rest for the middle blockers: #1, #3, #5, #6, #2, #4. This drill can be modified for all level players. Coaches can dictate the difficulty level, speed, and tempo of the drill.

SCORING and VARIATIONS:

1. This is designed to be a one-way drill, with Team A receiving all the balls, or both teams may be given the chance to alternately score four in a row, with the winning side rotating through all six rotations first.
2. Extra players may be utilized to put the balls into play from the serving position, or to put free balls into play.
3. For younger players, teams may only have to win two free balls in a row, or only win one serve receive and one free ball rally in a row. ■

KEY:

- C = Coach
- X = Team A Players
- O = Team B Players
- S = Server
- Ball Movement ----->



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write to us!

Sidelines is published four times a year as part of each coach's accreditation benefits. If you would like to provide suggestions, corrections or information concerning *Sidelines*, please email the editor, Diana Cole, at diana.cole@usav.org.



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SPORTS MEDICINE AND
PERFORMANCE COMMISSION

Sports Science Spotlight:

Goal Setting in Volleyball

By Deborah J. Rhea, Ph.D., SMPC Psychosocial Team Leader and
Gloria B. Solomon, Ph.D., Texas Christian University

Goal setting is a familiar strategy practiced by coaches and athletes. Most coaches and athletes use some form of goal setting, but are they setting goals that provide direction and enhance motivation? In volleyball, coaches have to juggle many facets of the game and then attempt to disseminate that information to the players. Coaches have the best intentions when using goal setting strategies, but in many cases do not have the knowledge to incorporate goal setting effectively into their programs. Research suggests that goal setting is a powerful technique for enhancing individual and team performance as well as creating greater harmony among coaches and athletes when used correctly.

Goal setting strategies are utilized for several reasons:

- 1) To help determine what is important within a volleyball program, such as aiming to be the best offensive volleyball unit in the conference by the end of the season.
- 2) As a motivational tool; for some athletes, setting goals pertaining to their individual roles on the volleyball court

may help motivate them to achieve those skills more consistently, e.g., hit down the line nine out of 10 times.

- 3) To build team cohesion; setting team goals can create situations where athletes must react to and depend on each other, developing a collective identity or shared purpose, e.g., side out at 65% of the time in competition.
- 4) To increase effort; if a player is only getting to the block 60% of the time in practice, the coach might want to help the athlete set a goal that would work on foot speed to increase the player's effort in practice.

In order for these goal setting strategies to be effective, goals must be systematically implemented.

What is a goal?

What is a goal?

A goal can be defined as an objective, a standard, an aim of some action, or a level of performance or proficiency (Locke, Shaw, Saari, & Latham, 1981). Goals can be either subjective or objective. **Subjective goals** are general statements of intent (e.g., "I want to have fun"), but do not state how to achieve (having fun). The majority of athletes set subjective goals and then wonder why they are not achieving success. Subjective goals lack the specificity needed in order to make goal setting a productive strategy. **Objective goals** focus on attaining a specific stand-

ard of proficiency on a task, within a specified time period. Sport psychologists emphasize setting objective goals.

Types of objective goals include **Outcome, Performance, and Process based** goals (Hardy, Jones, & Gould, 1996; Martens, 1990).

Outcome goals focus on a competitive result of an event, such as winning an event or earning a spot on the Olympic volleyball team. Therefore, achieving these goals depends not only on one's own efforts, but also on the opponent's ability and play. Thus, outcome goals are largely out of the athlete's immediate control. Setting outcome goals alone can produce frustration because the athlete can play great, but still lose. Continually emphasizing outcomes, without the steps necessary to attain

them, could lead to a lack of motivation because the athlete's goals are rarely met.

Performance goals tend to solve the problem that outcome goals produce. Performance goals, which are more flexible and controllable, focus on achieving personal performance standards. An athlete

could set an individual performance goal of 80% serving accuracy in a match. Setting performance goals are encouraged, but need the help of process goals.

Process goals focus on the specific actions an individual must engage in to work toward performance goal attainment. Take the performance goal example of 80% serving accuracy in a match. Many athletes set a goal such as this, but don't do anything more than think that statement over and over. Process goals concentrate specifically on the steps to improve the accuracy of the serve. Examples include tossing the ball to a certain spot each time, hand contact made at the top of the swing, and concentrating on specific arm weights to strengthen the arm swing for a more effective serve.

All three types of objective goals are needed in order to successfully goal set. The outcome goal is often labeled as a **Long Term** goal. An example of a long term goal is winning a state volleyball championship. Long term goals are necessary for the end result, but focusing on these types of goals before or during competition often leads to increased anxiety and distracting thoughts. Performance and process goals, also known as **Intermediate** and **Short Term** goals respectively, serve the athlete's needs

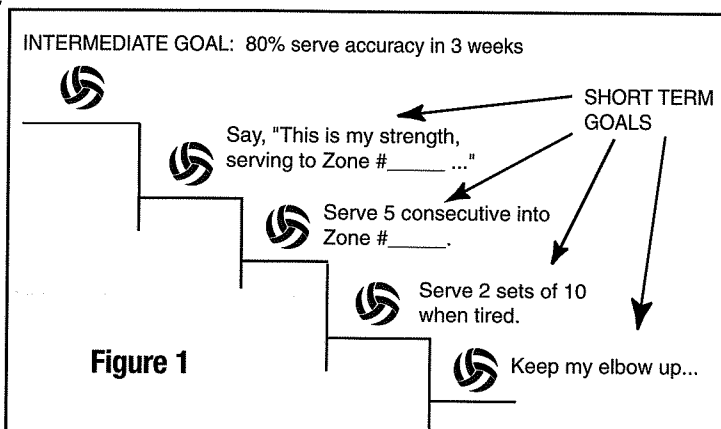


Figure 1

SPORTS MEDICINE AND PERFORMANCE COMMISSION

The mission of the USA Volleyball Sports Medicine and Performance Commission (USAV-SMPC) is two-fold.

The SMPC serves as:

- the coordinating group for USAV sports medicine and sport science performance service and research;
- and the educational clearinghouse for the dissemination of sports medicine and sport science performance information to the volleyball community.

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better before or during competition. These goals are necessary for successfully reaching the ultimate long term goal. **Figure 1**, on the previous page, depicts a goal setting staircase for a volleyball player who wants to be the best server in the state (outcome goal). Thinking about that goal alone will not create a better server, but achieving the short process steps might.

Using SMART Goals

A good tip to help athletes remember the characteristics of effective goals is to think of the acronym **SMART** and associate the following principles with those letters:

- * **Specific** - goals should indicate precisely what is to be done
- * **Measurable** - make sure you can quantify your goal
- * **Adjustable** - adjust goals if they are too unrealistic or have been met
- * **Realistic** - make sure the goal can be achieved given various constraints
- * **Timed** - make sure that the amount of time for goal attainment is specified.

Effective Goal Setting Implementation

The following approach has been successful with high school and college level volleyball teams. Three issues seem to arise consistently:

- 1) Athletes feel overwhelmed with the number of goals they have to achieve in a given time period. For example, a coach may define a combination of practice, competition, team, and individual goals. We have seen in excess of 30 goals administered to volleyball players. One long term goal should be set initially. After participants have learned to set and achieve a goal, then they might be ready for additional goals. As in the ladder scheme, each long term goal includes one to two intermediate goals and three to five short term goals.
- 2) Coaches and athletes tend to focus more on outcome goals instead of performance and process goals. For example, coaches may stress winning a game instead of identifying processes that will win the game.
- 3) Once coaches and athletes have identified goals, they are not evaluated and revised for success. Evaluation can take many forms, but the key is to be consistent. If the serving accuracy goal from the ladder is evaluated, the coach may ask the team manager to chart the serving percentages after each practice and calculate year-to-date serving averages for each player. Another strategy is for the athlete to self-chart her individual results for each of the short term goals each week with an Evaluation Form (see **Figure 2**). The key is that if the short term goals are not met, then revision is needed to create a more realistic plan.

Figure 2

Long Term (LT) Goal: Be the best server in the conference.

Intermediate (IM) Goal: 80% serving accuracy in a match.

Short Term (ST) Goals:

1. Keep elbow high; toss to same spot five consecutive times in practice on day 1; increase two serves each day until competition
2. overhead shoulder press; 2 sets of 10-12 reps, 3 times each week
3. Five consecutive serves to each zone after drill is over (when tired)
4. Say, "This is my strength, serving to zone ____" when standing at the service line preparing to serve every time.

ST Goal #1: Timeframe

Date: _____ Goal Score: _____ Goal Evaluation: _____

The following five steps help volleyball coaches be more successful with implementing goal setting strategies into the program.

1st Step: Explain the purpose of Goal Setting.

2nd Step: Identify SMART Goals and explain what each letter stands for.

3rd Step: Give athletes three sample **LT** goals to practice on a worksheet.

The Outcome or **LT** goals do not have to be stated in SMART format, but the Performance (**IM**) and Process (**ST**) goals do.

An example of this follows.

Sample Goals:

1. 70% successful digs to the setter in a match by a specific date. In the space provided, identify three **ST** goals, that if accomplished, would result in the **IM** goal above.
2. Serve at 90% accuracy as a team at a competition by a specific date. In the space provided, identify three **ST** goals, that if accomplished, would result in the **IM** goal above.
3. Get to the block 80% of the time in practice. In the space provided, identify three **ST** goals, that if accomplished, would result in the **IM** goal above.

4th step: Compile the team's responses for one of the goals and summarize on one sheet of paper. Following are examples of responses for the **IM** goal of serving with 90% accuracy as a team.

1. Endurance - when tired, imagine the 3rd game and push through.
2. Increase serve % by ____ amount per week to be at 90% in 3 weeks.
3. After one week, work on technique/accuracy of serve.
4. Be able to consistently serve every zone.
5. Improve toughness - 8/10 under elastic drill.

5th step: Have them rewrite as SMART goals; give them examples.

If you take the five **ST** goals above in the 4th step, you could rewrite the first three with the athletes as follows on a sheet of paper and go through them in a team meeting. Then have the athletes rewrite the last two examples individually.

1. Endurance - when tired, imagine the 3rd game and push through. SMART Goal: Define how you can enhance endurance (make this goal more specific, measurable, adjustable, realistic, and timed). "I will successfully place five consecutive serves into zone ____ after the serving drill is over (when I am tired)."
2. Increase serve % by ____ each week to be at 90% in 3 weeks. SMART Goal: Define how you will increase serving %. "I will do 2 sets of 10-12 reps of the overhead shoulder press three times each week to increase strength of serves."
3. After one week, work on technique/accuracy of serve. SMART Goal: Define how you can enhance technique. "I will keep my elbow high and toss to the same spot five consecutive times in practice on day 1 with increases of two serves each day until competition."
4. Be able to consistently serve every zone. SMART Goal: Define how to be consistent.
5. Improve toughness - 8/10 under elastic in drill. SMART Goal: Define how you can develop toughness.

Conclusion

Using goal setting in your program can be highly effective if you set goals that provide direction and measure specific criteria to achieve that goal. The final reminder is to set goals that meet with the athletes' consent, otherwise chances are minimized that the goals will be met. ■

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Statistical Analysis: Defensive Considerations and Broader Issues

By William Burnside, CAP II accredited coach, John A. Logan Community College, Carbondale, IL

Ideas and theories about defense can be found anywhere that coaches meet to discuss such issues. Camps, clinics, and conferences provide both formal and informal opportunities for coaches to exchange ideas on volleyball related topics. These venues also provide opportunities for aspiring coaches to meet and exchange ideas with national team coaches and successful collegiate coaches. These experienced coaches command considerable respect from the rest of the coaching fraternity. For developing coaches, the ideas garnered from such sources possess immediate validity. Coaches who receive these ideas often implement them into their program without ever questioning the validity or applicability their level. Although very few of these coaches have the talent and athletic ability that can be found on a national team or a quality collegiate squad, they assume that advice from such authoritative coaches will inevitably work for their teams. This is an assumption that can lead to pain, physical (for the players) or mental (especially for the coach), when a team is exposed to an idea that is inappropriate for its talent, skill, or competition level.

Recently, while attending such a coaching clinic, I was told that outside hitters (on either side) hit the ball toward the angle 70-80% of the time. A person of unquestionable authority imparted this information. After 15 years of playing experience and six coaching, the assertion made complete sense. I have seen far more balls hit toward the angle than to the line. Because of the authority of the person who had imparted this knowledge and my own intuition about hitter tendencies, I quickly accepted the validity of this assertion. The defense that was recommended was intended to compensate for this tendency to hit to the angle. The outside blocker was positioned well inside the hitter, 30-45 degrees toward the angle. When the middle blocker closed the block effectively, hitting the angle was virtually impossible. The object of this defense was to force the hitter to hit down the line and to make more errors attempting to do so. Immediately, I redesigned our team's defense and implemented this new blocking strategy.

The results were not what I expected. In fact, opponents were having no problem hitting the ball down the line for kills. So much line was being given, that it seemed easy for even weak hitters to get kills against our block. I began to have serious doubts that putting a block so far on the angle was the right thing for our team. I decided to research whether or not hitters actually do hit angle 70-80% of the time and how often they make errors when attempting to hit toward the line.

Method:

Game tapes from the previous season were used to research this topic. Ten matches were chosen to provide raw data. Any high ball attacked from either outside zone was totaled, providing that it was discernable whether the ball was going toward the line or the angle. Balls hit toward the middle third of the court were not counted, nor was any ball deflected off the block before it was clear where the

ball was headed. Tips were counted only to determine if they were more commonly directed to the line or angle. They were not calculated into attack percentages. The power position and the weakside were totaled separately. The number of kills, errors, and balls kept in play were tallied. Middle attacks were tracked for a synopsis of opponents' set distribution. Only opponents' attacks were tallied. Our team's attacks were not used as data.

Results:

Table 1-

Attack from:	# LINE hits	# ANGLE hits	%LINE	% ANGLE
POWER	75	77	49%	51%
WEAKSIDE	35	52	40%	60%

Table 2-

Attack from:	% K/LINE	% K/ANGLE	% Err /LINE	% Err/ANGLE
POWER	57%	43%	58%	42%
WEAKSIDE	48%	52%	45%	55%

Table 3-

Attack from:	% Tips to LINE	% Tips to ANGLE
POWER	22/32 = 69%	10/32 31%
WEAKSIDE	8/9=89%	1/9=11%

Table 4-

Attack from:	Hit Efficiency/LINE	Hit Efficiency/ANGLE
POWER	.160	.181
WEAKSIDE	.171	.096

Table 5- Opponent Offensive Distribution

% Sets to POWER	% sets to MIDDLE	% sets to WEAK
184/412	132/412	96/412
44.7%	32.0%	23.3%

Conclusion:

It is obvious from this study that power hitters, at the junior college level, do not hit the ball toward the angle 70-80% of the time. In fact, the numbers are much more equal. Power hitters attacked our defense 51% of the time toward the line and 49% toward the angle (Table 1). Blocking 30-45 degrees inside the hitter, taking away the cross-court shot completely, would leave the line exposed. The damage that could be done here is obvious. As seen above, (Table 2) power hitters already get 57% of their kills down the line against our neutral block. How many more would they get against a cross-court block? However, these same hitters did commit more errors (58%) while they were trying to hit down the line. The result confirms that line hitting is more risky than angle hitting, but also potentially more productive because it is harder to defend on the floor. Hitting efficiency numbers (Table 4) show the equity of our opponents' production overall down the line and cross-court. Although the angle efficiency (.181) is better than the line (.160), these numbers do not seem significantly different enough to

CONTINUED ON NEXT PAGE...

necessitate a change to a more angle oriented block.

Weakside hitting did not reach the mark of 70-80% toward the angle, but it did come closer (60%). Would this percentage warrant a change to an angle-oriented block? Possibly, but it is also informative to examine the hitting efficiency numbers from the weakside (**Table 4**). Weakside hitters attempted line hits more often, and their efficiency in hitting angle (.096) was much lower than when they hit line (.171). Again, angle-oriented blocking does not seem to be the obvious choice.

This study also revealed that our defense should be geared to picking up tips toward the line far more than those to the angle. From the power position, tips were toward the line 69% of the time (**Table 3**). From the weakside, 89% were directed to the line. Preparing our defense for these off speed attacks should help our conversion of these attacks to points.

As a side issue, the sets to the middle were also tracked. This allowed for a calculation of the offensive set distribution of our opponents. Power hitters received 44.7% of the sets, middles 32%, and weaksides only 23.3%. This is not unexpected, since most of us knew that power hitters receive the majority of sets, but it provides a graphic reminder of the importance of practicing and playing sound defense against attacks from the opposing power hitter. Certainly, more effort should be focused on perfecting blocking technique and defensive alignments to defend against power hits than against the weakside, which only receives 23.3% of the sets.

This study was originally conceived to test the assertion that angle blocking is a warranted adjustment to an angle-hitting tendency. For whatever reason, at our level this tendency is far less pronounced than I was led to believe. Encouraging our team to use an angle blocking strategy would probably have had negative consequences because of this reality. The advice given at the clinic came from high-level coaches

who are extremely knowledgeable. That advice might work for 90% of the volleyball teams in this country, but statistically it would not help our team.

In essence, this project has become a cautionary tale for coaches. Ideas and advice should be fully analyzed before implemented. Just because strategies are effective for one level of volleyball does not mean that they will be so for another. Changes should be made only when they are statistically warranted. Analyzing tapes may not be the most glamorous job, but it may well be rewarding in the long run. If you are questioning a strategy or a technique that you are teaching, keep an open mind and design a simple statistical study to help illuminate your problem. Often you will find the results to be quite enlightening, sometimes in ways you could never have imagined when designing the study.

Although this study was originally designed to plot hitter tendencies of our opponents from the outside position only, middle hitter tendencies were also added and off-speed attacks plotted. Thus, in addition to learning that outside hitters attack line and angle almost equally, I learned that outside hitters tip toward the line 73% of the time and middle hitters tip to their right 71% of the time. This knowledge will allow for a defensive design that takes all of these offensive tendencies into account. The new defensive design should be far more effective than the one recommended by knowledgeable people who unfortunately did not know our team or our opponents. Of course, this is not their fault, but it certainly would have been mine if I had implemented changes without examining the realities of my own team and our particular opponents. Coaches who do not examine strategies statistically, who implement changes on the advice of others or purely on their own instincts, run the risk of adopting strategies that are inappropriate for their team or their competition. Such coaches can only blame themselves for losses incurred because of these strategies. ■

A FOND FAREWELL

CONTINUED FROM PAGE 4

thanks to her efforts, coaches everywhere are making sure their time with athletes is "quality time with quality action" and are also asking themselves, "how would I rate my performance in this practice or match?" Thanks to her, coaches are stressing to their teams that "communication is essential to become all they can be", and are striving to be that "high maintenance, complete" players' coach. "Life does have just two constants," one of which is change - and we wish Debbie the best for her future life and professional changes. Debbie, I speak for many -- we do "appreciate you" . . . then, now, and most certainly later. Moreover, and most, "most graciously" . . . we thank you for your years of dedication and service to the USA Volleyball community and coaches everywhere. You will indeed be missed.

If you would like to join in wishing her farewell and good luck, please send your messages (to be forwarded to Debbie) in care of Diana Cole, *Sidelines* Editor, USA Volleyball, 715 S. Circle Dr., Colorado Springs, CO, 80910, or email them to diana.cole@usav.org. ■

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■ To learn more about VCS course sponsor **Lane Gainer Sports**, visit their web site at www.lanegainer.com. Lane Gainer's volleyball training devices include the Bullet Belt step training device, the Jump Start Vertical Jumper, the Torso Twister and Quick Ankle Tubes.

THE ROAD TO THE 2000 SYDNEY OLYMPIC GAMES!

USA Men's and Women's Beach Teams

The Beach Volleyball Olympic qualification process to determine the 24 men's and 24 women's teams for the 2000 Olympic Games in Sydney was successfully completed in August. Over 50 countries participated in the qualification process with a maximum of two teams per country able to qualify, except for the host country which obtained the maximum of three teams only in the women's division. More than three hundred teams representing more than 50 countries tried to qualify for the Olympics. In both men's and women's competition, 24 teams will first play an elimination phase to determine the 16 teams of the final single elimination phase. While the top ranked host country teams of Australia are the number one seeds in both the men's and women's tournaments, the other seeds were determined according to the FIVB Olympic Ranking. The Olympic Beach Volleyball Tournaments will take place from September 16-26 on Bondi Beach in Sydney, Australia. The elimination phase is scheduled for the 16th through the 19th, while the final phase starts on the 21st. The women's medal matches will be played on the 25th, and the men's medal matches on the 26th.

The USA Olympic Beach team delegation was finally decided in dramatic last tournament finishes. The battle for the second Men's team spot went to Dain Blanton and Eric Fonoimoana who gained the slot over Karch Kiraly and Adam Johnson by taking the bronze medal in Belgium. Karch, attempting to qualify for his 4th Olympiad, and win his 4th gold medal there as well, dislocated his shoulder for the first time in his life on match point against a Belgian team in the qualifiers. Being Karch, he put the ball down, but of course was unable to continue. On the women's side, in an equally dramatic ending, Misty May and Holly McPeak staved off Elaine Youngs' and Liz Masakayan's drive for second by making the medal round in the final qualifying tournament of the season in China and finishing second - to none other than Elaine and Liz, who not only had to win the tournament, which they did, but also had to have "McMay" take fourth or worse. McPeak-May defeated the Chinese team of Xiong-Chi in the first semi-final 17-16, after rebounding from a 14-8 deficit in front of 3500 Chinese spectators. This exciting semi-final win ensured their participation in the Sydney Olympic Games.

USA Men's teams first round matches:

Holden-Leinemann (CAN) vs Wong-Heidger (USA)
Blanton-Fonoimoana (USA) vs Oefke-Scheuerpflug (GER)

USA Women's teams first round matches:

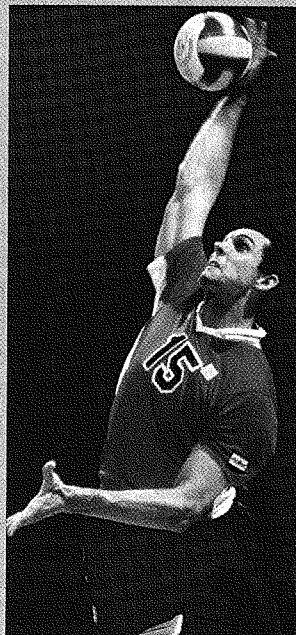
Hudcova-Tobiasova (CZE) vs McPeak-May (USA)
Jordan-Davis (USA) vs Tholen-Straton (AUS)

USA Men's National Team

The USA Men's National Volleyball Team hobbled through its final match of the 2000 Americas' Cup to earn a 22-25, 25-15, 18-25, 25-23, 15-10 victory over Argentina in the third-place match. The Americans were playing without starting outside hitters George

Roumain, Mike Lambert and John Hyden. Reserve Andy Witt played well with 26 kills while Ryan Millar added 13. Chip McCaw came off the bench to serve several important points and Jeff Nygaard's blocking was key to the victory. The victory came one day after the Americans lost another tough match to Brazil in the semifinals. After some questionable calls by the referee, Brazil squeezed out a 25-23, 23-25, 25-20, 24-26 victory. Head Coach Doug Beal felt the team played well despite nagging injuries. **"Before we depart for Sydney, we have a number of technical corrections to make and a number**

of injuries to heal. The injuries seriously concern me." Because of that concern, the team withdrew from the pre-Olympic Tournament in France and elected to send a Men's "B" team instead. Top-ranked Italy, No. 2 Russia and the host French were scheduled to join the Americans in this final tune-up for the 2000 Sydney Olympics. Instead the team returned to Colorado Springs to recover and will depart for Sydney on September 8. The 12 members of the Olympic Team include Lloy Ball, Kevin Barnett, Tom Hoff, John Hyden, Mike Lambert, Dan Landry, Chip McCaw, Ryan Millar, Jeff Nygaard, George Roumain, Erik Sullivan, and Andy Witt. Phil Eatherton, Reid Priddy, Greg Romano and Tom Sorensen will serve as the alternates. Ball, Hyden, Lambert, Landry, Nygaard and Sorensen are veterans of the 1996 Atlanta Olympics. **"I think this is a very diverse team,"** Beal said. **"We have a great mix of youth and veterans. We have 12 athletes representing seven states. I think this team proves that volleyball, as a sport, is growing nationwide."**



USA Women's National Team

The 10th ranked USA Women's National Volleyball Team could not continue its string of upsets at the Grand Prix, falling to two-time defending Olympic champion Cuba 15-25, 23-25, 25-23, 17-25. That loss, coupled with China's three-set victory over Japan, eliminated the No.10 Americans' hopes of advancing to the Final Round of four. The USA Women had earned its third consecutive victory over No. 7 Japan, 27-25, 25-22, 25-23 to advance to the fifth-place match of the Grand Prix against No. 5 Korea. That victory was the team's third straight win against Japan. They could not continue the momentum against No. 5 Korea, however, who avenged a preliminary round loss to the Americans in a one hour and 26 minute match of three tight sets (23-23, 23-25, 19-25). The USA Women finished sixth at the \$1.5 million dollar tournament. **"We were a little sloppy against Japan, but we managed to stay together and work through the tough spots,"** Head Coach Mick Haley said. **"We executed the things we emphasized during practice and that carried us through when other parts of our game were not working."** The USA Women returned to Colorado Springs for a week's rest before taking off for the 2000 Sydney Olympics on September 1. The 12 members of the Women's Olympic Team are Robyn Ah Mow, Heather Bown, Tara Cross Battle, Mickisha Hurley, Sarah Noriega, Demetria Sance, Danielle Scott, Stacy Sykora, Charlene Tagalao, Logan Tom, Kerri Walsh, and Allison Weston. Benishe Dillard and Laura Johnson will serve as alternates. ■

Video Road Warriors: USA National Teams Go High-Tech

By Rob Browning, USA Men's National Team Technical Assistant

Who knew airport terminals could be so much fun? Okay, "fun" might be the wrong word. But the USA Men's National Team has expanded their dead-time activities from cards, magazines, idle chatter, and naptime drooling to seriously productive video watching. I am not talking about Terminator VII, but I am talking about watching a sideout tape of last night's match. Data Project, the maker of our statistical and video software, has tapped the latest technology to allow users to capture, edit, and watch video on a common laptop.

Picture this - the USA Men's team, on their way from World League matches in Poland to the next leg in Spain, is forced to loiter in the Madrid International Airport. The gang falls into their usual routine, except for Lloy Ball, who wants to watch a sideout tape of USA's offense from last night's match. Within minutes Lloy is watching a digitalized video of what he wants. He can back it up, replay it, or run it in slow motion all with the push of a button.

But wait, there's more! We are delayed a few hours in Dallas. George Roumain sits down and watches all of his attacks versus Spain. With one keystroke, he can watch all the rallies in which he took a swing-by rotation, by set, by attack location - however he wants to group them.

Skeptics beware! You do not need a hefty budget to afford this. The statistical and video software from Data Volley costs about \$4,500. Compared to other statistical and video programs out there, it is very affordable. You do not need a video capture card on your laptop to use it for video capture and editing. All you need is a Digital Video Converter (we use Dazzle), which costs about \$150. This will convert your video source to MPEG, the same format used to watch a video clip downloaded from the Internet. A CD Writer enables us to copy video segments to a CD for players to watch on their own computers on the road or at home.

Here is how it works:

- 1. During the match, I input all of the statistics using a laptop and Data Volley.**
The program is keyboard driven. I do not need a spotter because I do not have to look away from the action to point and click the mouse. With some practice, (learning to hit the numerical keys without looking) you can gather statistics on both teams as the match is being played.
- 2. As the match is being filmed, a laptop that sits beneath the video camera simultaneously converts the video to MPEG format using the Digital Video Converter, which is captured on the computer.**
- 3. After the match, the statistical file is saved to diskette and copied to the video laptop.**
- 4. Once the stats are on the video laptop, they are synchronized with the video segment.**
After synchronization, (a matter of seconds) the statistics will call up any part of the video you want to watch. If you entered the statistic, you can find it instantly on the MPEG video.
- 5. With the Digital Video Converter, the laptop can be used to record back onto a tape, or used as a video player when hooked up to a TV.**

With the Data Video System, video can also be viewed full-screen on the laptop. Imagine watching a sideout tape five minutes after the match has ended. This kind of technology is a huge advantage for us in making the most of our time on the road. All I ask is that the guys don't drool on the keyboard. ■

For more information on Data Project, visit www.dataprojectsport.com.

USA Matches on TV

Check the USA Volleyball website for the TV broadcast schedule for the upcoming USA Volleyball Men's and Women's National Team events. Click "National Teams" from the home page then click "TV Schedule."

Eight out of Team USA's last nine home matches will be televised on Fox and PAX TV prior to the Olympic Games in Sydney, beginning with the men's World League matches in Spokane on June 16 and ending with the women's matches against Germany in Colorado Springs, July 26. ■

OLYMPICS GAMES PRELIMINARY ROUND CALENDAR

The USA Men are in Group B along with Argentina, Italy, Russia, South Korea and Yugoslavia. Men's Group A teams include host Australia, Brazil, Cuba, Egypt, Spain, and Netherlands. The USA Women are in Group A with Australia, Brazil, China, Croatia and Kenya. The Women's Group B includes Cuba, Italy, Germany, Peru, Russia and South Korea. The top four teams in both the Men's and Women's tournaments qualify for quarterfinals (A1 vs B4, A3 vs B2, A2 vs B3, A4 vs B1). The Men's quarterfinals will be played Sept 27-28, with the Women's on Sept 26-27. Men's semifinals will be played on Sept 29, with first and third place matches on Oct 1. Women's semifinals will be played on Sept 28, with first and third place matches on Sept 30.

Men's Matches:

9/17 - USA vs Argentina; 9/19 - Russia vs USA; 9/21 - USA vs Yugoslavia; 9/23 - USA vs Korea; 9/25 - Italy vs USA.

Women's Matches:

9/16 - China vs USA; 9/18 - USA vs Kenya; 9/20 - Croatia vs USA; 9/22 - USA vs Australia; 9/24 - Brazil vs USA. ■

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USAV/ USA CAP NEWS

Staff Changes

■ **Debbie Hunter** left USA Volleyball after 11 years to pursue other interests. Prior to serving as the USA Volleyball Director of Education Services and Programs, Hunter was the head volleyball coach at Southern Illinois University for 14 years. Hunter is considering a second career in the ministry.

2000 USA CAP Courses

■ The **2000 USA CAP Brochure** is posted in PDF format on the Education web pages (www.usavolleyball.org) for you to download. Look for the latest USA CAP 2000 course additions posted on the Education web pages!

■ Since January, over 450 coaches have attended USA CAP courses in 2000.

■ The next Level I & II CAP courses will be September 28-October 1 in Colorado Springs, CO at the US Olympic Training Center. Level I and II courses will also be held December 1-3 in Rochester, MN, December 8-10 in Richmond, VA and also in Salem, OR. The Richmond course immediately precedes the annual American Volleyball Coaches Association Convention and NCAA Women's Division I National Volleyball Championships, and may include a Volleyball Conditioning Specialist course. The Salem course will also offer IMPACT.

United States Youth Volleyball League (USYVL)

■ The **USYVL** began three years ago with just four sites, a mission to become the largest instructional youth volleyball league in the United States, and some very optimistic sponsors, one of which was Park & Sun Sports. Their support has proved to be invaluable, as today the USYVL has over twenty sites across the country, more than tripling their numbers since the first year and increasing their sponsorship almost tenfold. Park & Sun has continued to contribute their time, money and equipment, most notably their signature portable net system, donating well over a hundred net systems to the program. USYVL Executive Director, Randy Sapoznik, comments on the continued support from Park & Sun Sports, *"Their sponsorship has been tremendous. They've been with us since we started in '97. Every year we grow larger and they've never failed to meet our needs. Not only that, but their nets are the easy to use and the [volunteer] parents and kids love them. Support from our communities keeps us going, and it's the support from sponsors that keep us operational."* Visit the USYVL website at www.usyvl.org.

USA Paralympic Team News

■ The next Paralympic USA Standing Team training camps will be held at the Volleyball House, located in Columbia, Maryland, on September 22, 23 and 24 and September 29, 30 and October 1. For more on the USA Paralympic Team, including a roster, visit the USA Volleyball website.

■ The U.S. Standing Disabled Team has been selected. The following members will represent the United States at the 2000 Paralympics in Sydney, Australia looking to follow up a 1999 Pan-American Championships silver medal with Olympic gold: Joe Sullivan - Team Captain, Chris Seilkop, David Newkirk, Jeff Werner, Jeff MacMunn, Hugo Storer, Tim Kujawa, Robert Osbahr, Dwight Van Tassle, Kyle Mason, Jeff Eakle, Allison Ahlfeldt, Michael D. Bossom - Head Coach, US Standing Disabled Team. Eric Duda and Brian Torbett are alternates.

SGMA HEROES Awards

The Sporting Goods Manufacturers Association (**SGMA**) runs a national program called the **SGMA HEROES Awards**, in partnership with the National Sportscasters and Sportswriters Association (NSSA), which identifies and recognizes individuals who, through their voluntary efforts and humanitarian spirit, have enhanced sports participation and opportunities within their local communities and beyond. The selection process consists of 50 SGMA HEROES state winners selected by their state's NSSA Sportscaster and Sportswriter of the Year. State winners receive a \$100 cash prize and have \$400 donated to their favorite sports program. From the 50 state winners, three national winners will be chosen and honored at SGMA's annual breakfast at The Super Show in January 2001 in Las Vegas. National winners receive a \$3,000 cash prize with another \$15,000 for their favorite sports charities. If you would like

to nominate someone for this award, please visit www.sgma.com/heroes to fill out a nomination. If you have questions or would like some more information, please call **561-840-1127** or send an email to cksgma@aol.com.

Wagner Named Honorary Captain

Todd Wagner, co-founder and former chief executive officer of **broadcast.com**, has been named the honorary captain of the USA Men's National Volleyball Team. He will serve as an international ambassador for the team as they continue their preparations for the 2000 Sydney Olympic Games.

USA Volleyball Launches On-Line Merchandise Sales

■ USAV has announced the opening of a new on-line merchandise store at www.usavolleyball.org. The store sells a variety of volleyballs, USA Volleyball clothing, books, videos, posters and novelties, and can be accessed through the merchandise button on the USAV website. The volleyball community will benefit from easy access to a variety of products, including exclusive, USAV branded merchandise. Shop the site with confidence, as the site utilizes the most advanced internet browser security available. Shoppers have the option of paying for transactions via Visa, MasterCard, AMEX or directly from their checking account. Proceeds from the sale of merchandise on the USAV website will benefit USA Volleyball programs now and in the future.

USA CoachWare Products Available

■ Check out the **USA CoachWare** apparel on the web! You may see someone you recognize! Check out the great prices and place an order for your favorite volleyball coach at www.usavolleyball.org. USA CoachWare is also available at select USA CAP course sites or by mail and fax orders from XP Apparel. Order USA CoachWare on-line at www.xpapparel.com or call **800-339-0859**. Products include polos, fleece vests, long sleeve shirts, coaches briefbags, hats, t-shirts and a wind suit. You can also contact **XP Apparel** to outfit your staff or to arrange for sales at your events.

USA Volleyball Quicksets Education Bulletin

■ Stay up to date and receive your free USA Volleyball and Education Development E-mail Bulletin by sending an email with the message "Subscribe Education" to listserv@usav.org. Forward it to friends and colleagues, too!

■ Due to the recent staff changes, the Education Bulletin will now be sent once per month. Watch for the newly formatted September issue coming soon!

Internet Education Postings and Facts

■ We are continually updating our **Education Web Pages**. The latest **USA CAP** news and important announcements appear in the Education Page Pop Up Box. Visit and look for new articles from **Sidelines** and **Volleyball USA**, and an updated CAP Article Bibliography. The Sports Medicine and Performance Commission (**SMPC**) page, with a new question submission form, is up and ready for your input! Visit the **SMPC** pages often for all the most current volleyball conditioning, training and coaching research.

International Journal of Volleyball Research (IJVR)

■ USA Volleyball, a leader in the areas of volleyball education and volleyball publications throughout the world, has established an internationally-refereed publication, the **IJVR**. Performance enhancement based upon sound scientific evidence is an integral part of the mission, goals, and objectives of USAV, through its **Sports Medicine and Performance Commission (SMPC)**. The journal encourages volleyball sport science and sports medicine research. Each article includes an abstract with coaching implications. Cost per single issue is \$15.00 (\$25.00 foreign). At present, there are two volumes available (1 & 2). Both may be purchased as a set for \$25.00 (\$40.00 foreign). Orders for the **IJVR** may be sent to: USAV, 715 S. Circle Dr., Colorado Springs, CO, 80910, or call/email **Jennifer Johnson** at **719-228-6800** (jennifer.johnson@usav.org). Make your checks and money orders payable to USA Volleyball, with **IJVR** on the memo line. ■



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What's inside This Issue COVER STORY – A Fond Farewell...
 PAGE 2 – Debbie Hunter's Final Column PAGE 3 – Calendar of Events
 PAGE 4 – National Team Drill PAGES 5-6 – Sport Science Spotlight: Goal Setting in Volleyball
 PAGES 7 & 8 PULL OUT – USA CAP Resource: Statistical Analysis - Defensive Considerations
 PAGE 9 – The Road to Sydney PAGE 10 – Video Road Warriors
 PAGE 11 – USAV/CAP News

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