

OVA Officials Survey - May 2015

Q1 Why do you referee volleyball?

Answered: 171 Skipped: 11

#	Responses	Date
1	Enjoy the game. Like watching good volleyball. Want to ensure that the game is played fairly.	6/19/2015 11:39 AM
2	Passionate about the game To promote the sport for life To provide a fair play aspect	6/18/2015 9:19 AM
3	Passion for the sport To grow the game at all ages Belief in fairness	6/18/2015 8:13 AM
4	enjoyment meet people facilitate development of the game	6/14/2015 4:50 PM
5	Do round out my volleyball experience and develop a better understanding of the competition arena.	6/13/2015 5:13 PM
6	I have been playing volleyball for more than 40 years and bring a referee is a good way of keeping in touch with the sport I love.	6/11/2015 10:50 PM
7	Love of the game.	6/11/2015 10:43 AM
8	I have played, coached, and reffed since a teenager, still love the game..gave up playing and coaching , still ref	6/11/2015 8:37 AM
9	I love the sport. Played, coached, reffed.....	6/11/2015 4:43 AM
10	I have for 25 years! I enjoy the game and I want young athletes to understand the proper way to play	6/10/2015 9:50 PM
11	To help encourage others to play. Also to provide a secondary income.	6/10/2015 8:48 PM
12	I enjoy the game and I love to help the students play safely and fairly.	6/8/2015 9:30 AM
13	I enjoy being a part of the game and the community, and making a valuable contribution to the sport. It provides me an opportunity for self-improvement and challenge, to teach and develop more officials. I make a few bucks for all the hours that I put it, and I think I'm good at it.	6/8/2015 8:12 AM
14	Enjoy the sport and love a challenge	6/6/2015 8:33 PM
15	Give back to the sport that I enjoyed playing. Give back to the sport that I enjoyed coaching.	6/6/2015 8:03 PM
16	I enjoy the game. I like to be part of the game.	6/6/2015 7:36 PM
17	Moved to Guelph and wanted to get involved but already play 2 nights so this gave an opportunity to meet some new volleyball people.	6/6/2015 4:47 PM
18	love of the game	6/6/2015 10:09 AM
19	I've played club volleyball for over 7 years now, I've always loved the game and went to watch other people's tournaments whenever I didn't play. I figured why not make a bit of money while I'm at it too, either way I'd be doing something I love	6/5/2015 10:58 PM
20	I love volleyball and the teaching aspect of refereeing	6/5/2015 9:45 PM
21	I love volleyball Love to give back Love learning Great opportunity for growth	6/5/2015 6:31 PM
22	I find it fun and enjoy being part of the sport. I also want to gain confidence in other aspects of life.	6/5/2015 6:15 PM
23	To watch and see young people develop from green volleyball players to well rounded players. Hopefully to encourage some to become Officials.	6/5/2015 5:41 PM
24	Love of the game Provide a service to the community - leagues high school and elementary programs Educate players Extra cash	6/5/2015 5:37 PM
25	Because I played for 15 years and I am referee from 1985, I love that game from bottom of my heart.	6/5/2015 3:18 PM
26	For the love of the sport and to help the game get better. And for the extra cash.	6/5/2015 2:56 PM
27	I like the sport, and refereeing is my retirement plan.	6/5/2015 1:54 PM
28	I love the sport and have been involved with it all my life. After playing I could not arrange my schedule in order to coach so I began refereeing. I enjoyed being a ref and continued. It is fun (mostly) and the friendships are fantastic. The referring corp is a unique group with close bonds.	6/5/2015 1:40 PM
29	I like the game and the extra money	6/5/2015 1:06 PM

OVA Officials Survey - May 2015

30	I love the sport, and wanted to continue being involved in it after I had finished playing competitively. I am also a "rules person" so refereeing comes naturally to me. I enjoy the greater sense of understanding of the sport that refereeing gives me.	6/5/2015 1:00 PM
31	I love the game	6/5/2015 1:00 PM
32	enjoyment, remaining a part of the game, money	6/5/2015 12:55 PM
33	I played the game. I enjoy it and I like the feeling when I leave a match when I have done a good job.	6/5/2015 12:49 PM
34	I have always been around volleyball as a player, being a referee was a natural progression (not interested in coaching)	6/3/2015 1:01 PM
35	Enjoyed playing the sport when I was younger A great way to stay connected	6/3/2015 10:07 AM
36	I love the game. I have watched evolve since the late 1960's.	6/3/2015 8:12 AM
37	To get more involved in the volleyball community and to make some money doing something I enjoy being a part of. As well as being able to promote and actively participate in encouraging players to further develop their interest in the sport.	6/2/2015 12:56 PM
38	I have played the game socially and coached at the high school level. I feel that officiating is away of promoting the game and providing a service to the players in my area.	6/2/2015 12:37 PM
39	I am no longer able to play, and love the sport. It is a way I can stay involved and give back. I enjoy it.	6/2/2015 12:35 PM
40	1. To stay involved in volleyball. 2. To continue to enjoy an activity which I like 3. To help in the development of other referees and the game in general.	6/2/2015 10:48 AM
41	I had to quit club volleyball due to a severe ankle injury. I could not bring myself to stay away completely from the sport, however, because I loved it too much, so I took up refing to experience the thrill of the game again while serving as a valuable role.	6/2/2015 10:00 AM
42	Enjoy the atmosphere of camaraderie and competition	6/2/2015 8:18 AM
43	I love the sport. Both my daughters play club and my oldest is moving onto college. My oldest daughter refs with me.	6/2/2015 7:38 AM
44	enjoy the game like to see development in coaches and players	6/2/2015 7:15 AM
45	i love the sport. I played coached and now ref for over 35 years	6/2/2015 5:13 AM
46	Because I love the sport and want to assist in its development and stay connected with the sport.	6/1/2015 10:54 PM
47	I love the game	6/1/2015 10:16 PM
48	I become an official for the love of the sport. Also to help promote the sport and get more people involved. I wanted to stay involved in the sport that i love since i separated my shoulder.	6/1/2015 8:17 PM
49	Love of the game	6/1/2015 7:55 PM
50	Creates a source of income in an environment that I am very familiar with and love... I have been an OVA volleyball player since I was in grade six or seven. I am now in grade 11.	6/1/2015 5:07 PM
51	giving back to the community	6/1/2015 4:49 PM
52	I enjoy watching a good game	6/1/2015 4:25 PM
53	To stay involved in the game at a high level and mentor up and coming officials	6/1/2015 4:22 PM
54	give back allows me to stay in contact with friends made over 40 years in the game	6/1/2015 3:26 PM
55	a) I love the sport. b) I enjoy the intensity of competition. c) The camaraderie between refs. d) I get to travel to different places and apply my skill. e) best seat in the house to watch the game.	6/1/2015 2:51 PM
56	Keeps me connected with kids Few referees in our area	6/1/2015 2:27 PM
57	Like to give back and help the game as I enjoyed the game when younger. No ref no game!	6/1/2015 1:39 PM
58	Because I enjoy the game and like to see the kids progress.	6/1/2015 1:23 PM
59	I am retiring this year, but I was a teacher for 32 years and it was a way to stay in contact with students and educate them to the game. Also over the years the honorarium has paid for many trips and repairs to the house. I really enjoyed the task.	6/1/2015 1:17 PM
60	to keep in touch with the game when I do not have a chance to play	6/1/2015 12:33 PM
61	I enjoy it	6/1/2015 12:30 PM

OVA Officials Survey - May 2015

62	I enjoy the sport and the level of competition as well as the enthusiasm the players have for the game	6/1/2015 10:18 AM
63	Like the social aspect of local volleyball.	6/1/2015 7:42 AM
64	To help develop the sport that I grew up to love and want others to benefit from.	5/31/2015 11:35 PM
65	It's fun exciting and I can be part of game not a spectator.	5/31/2015 5:35 PM
66	Continue to support the game, watch it up close, make extra money	5/31/2015 4:07 PM
67	1) to remain involved in the sport following a playing and coaching career, 2) supplement my pension	5/31/2015 3:02 PM
68	I have done so since 1966. Initially it was to earn money for school. Now it is because I really love the game, and enjoy it from all facets (coaching, spectating and officiating) my playing days are sadly over!	5/31/2015 2:49 PM
69	Because love volleyball and I spent my life in it	5/29/2015 9:58 PM
70	Like volleyball so it is a great way to make some spending money.	5/29/2015 6:43 PM
71	1. For the love of this sport.	5/29/2015 2:56 PM
72	Enjoy the game. Stay involved in the game since I do not play anymore. Opportunities to travel to events.	5/29/2015 1:28 PM
73	For the love of the game. Played as an athlete for over 30 years and now want to give back. Plus also a parent.	5/29/2015 1:11 PM
74	I have been involved in athletics my entire life. I enjoy the competition and I also enjoy the lessons taught with sporting events. I believe referees can have a positive affect on each sport by teaching and upholding all the elements of proper competition and sportsmanship.	5/29/2015 9:07 AM
75	enjoy interaction with coaches & athletes enjoy game enjoy challenge	5/28/2015 2:59 PM
76	Love the game. Played it, coached it. 1 son, in his 40's still plays and coaches.	5/28/2015 2:31 PM
77	Enjoy the competition, time with other officials and seeing athletes move up and develop their skills	5/28/2015 12:53 PM
78	With officiating being just one of the ways to participate in the sport of volleyball a better overall understanding of the total sport can be developed. Clearly officials who want to see the game grow need to be involved and this certainly was one of the reasons that initially motivated me.	5/28/2015 10:33 AM
79	Even though I'm retired I enjoy being involved with sports.	5/28/2015 10:18 AM
80	Its a great game. To encourage youth participation in our area. There are not enough refs in our rural area and transportation costs are prohibitive to school teams.	5/28/2015 9:10 AM
81	Love the sport and to give back to the kids.	5/28/2015 7:27 AM
82	I enjoy the sport and this takes less commitment than coaching (which I did for 37 years)	5/28/2015 1:30 AM
83	source of income	5/28/2015 1:24 AM
84	I ref because I enjoy the game and seeing the kids enjoy it as well. I love the competition!	5/27/2015 10:43 PM
85	Love of the sport and desire to improve. Athletics for youth.	5/27/2015 9:28 PM
86	was a player. love the game.	5/27/2015 9:27 PM
87	I wanted to referee for years. I have over 40 years of playing and coaching and now I am a indoor and outdoor referee. I am in it for the long haul, I wanted to continue into my retirement and to grow as a referee and give players advise on there play to make them better and to enjoy the sport of volleyball.	5/27/2015 8:49 PM
88	Love the game and use my training to educate players and parents	5/27/2015 8:46 PM
89	Enjoyment and extra income.	5/27/2015 8:46 PM
90	I am a retired educator who wants to give back to youth in a meaningful way. My years of experience allow me to bring a balanced, unbiased perspective to games, hopefully allowing athletes to develop both their skills and love of sport. Prior to becoming a volleyball referee I had officiated basketball for many years.	5/27/2015 8:40 PM
91	I enjoy the game. To earn extra money.	5/27/2015 8:12 PM
92	I love the sport. Refereeing lets me stay involved when I cannot commit the time to coach a club team. I enjoy the mental and emotional challenge of refereeing a game well.	5/27/2015 8:10 PM
93	I like to contribute to the sport	5/27/2015 8:02 PM
94	Love the game... and the extra cash is nice	5/27/2015 7:44 PM

OVA Officials Survey - May 2015

95	Plain and simple ...I Love Volleyball! I am unable to play anymore due to injury so refereeing for me is the next best thing.	5/27/2015 7:14 PM
96	To stay involved in the game.	5/27/2015 6:58 PM
97	I have loved the game since I was a teen. It seems like a fun thing to do.	5/27/2015 6:56 PM
98	give back to the game	5/27/2015 6:46 PM
99	Love the game extra money	5/27/2015 6:35 PM
100	The excitement. Being 1st, 2nd or even lines for University really gets me involved in the game	5/27/2015 6:26 PM
101	Give back to the sport.	5/27/2015 5:40 PM
102	I enjoy the social aspect of officiating - ref to ref, ref to coach, ref to athletes. It allows me to better understand the sport I love and to pass on that understanding to the teams I am officiating.	5/27/2015 5:34 PM
103	I love volleyball and refereeing is a fun and easy way to make a little extra money while still getting to enjoy watching games. I used to coach and this is less stressful and less time-consuming.	5/27/2015 5:06 PM
104	Keep involved in the sport, allow kids to play	5/27/2015 4:57 PM
105	Mostly in the London area and in several USA cities.	5/27/2015 4:48 PM
106	I played volleyball, then I coached volleyball, I want to give back to the players all the positive things I got out of the game	5/27/2015 4:43 PM
107	Love the game. Enjoy the responsibility of being in charge and making things work. Work with excellent people.	5/27/2015 4:21 PM
108	Recently made decision to leave refing. However, prior to that: Enjoyment of the game Camaraderie with other officials, coaches etc...	5/27/2015 4:13 PM
109	Enjoy it.	5/27/2015 3:55 PM
110	Stay involved in a sport I have played and coached for 30 years.	5/27/2015 3:38 PM
111	- To give back - To stay involved in the game - Additional funds for retirement	5/27/2015 3:18 PM
112	Working with kids.	5/27/2015 2:54 PM
113	Love volleyball and I'm too out of shape to ref basketball !	5/27/2015 2:53 PM
114	It is a good way to stay involved in the game. Good way to make some extra money. I enjoy the relationships and enjoy keeping in touch with people I knew as a player.	5/27/2015 2:37 PM
115	To give back to the game and to learn and being able to progress as far as I can	5/27/2015 1:45 PM
116	Give back to community	5/27/2015 1:43 PM
117	I enjoy the sport, played it as a kid/student and now refereeing for 35 years	5/27/2015 1:21 PM
118	Enjoy supporting people playing this sport.	5/27/2015 1:12 PM
119	like the game	5/27/2015 1:11 PM
120	Never ending personal challenge.	5/27/2015 1:06 PM
121	It's a convenient, fun and well paying job for me as a student. I used to play volleyball and refereeing is a nice alternative	5/27/2015 1:05 PM
122	To help promote the sport, to further my understanding of the rules	5/27/2015 1:03 PM
123	For the love of the game. To give back as every sport needs quality officials and feel I have that ability. I have lots of free time and have always enjoyed that part of the game.	5/27/2015 12:55 PM
124	I enjoy refereeing the sport, and the interactions with players, coaches and other officials, while earning some money.	5/27/2015 12:55 PM
125	I am a retired physical education teacher who played and coached volleyball for over 35 years. Love the game so wanted to take it one step forward and keep up with high school teams and colleagues	5/27/2015 12:45 PM
126	A little bit of money, good attitude in the game.	5/27/2015 12:38 PM
127	Fun Challenges my Brain Income	5/27/2015 12:30 PM
128	I enjoy the sport so it is a pleasant way to make extra money.	5/27/2015 12:22 PM

OVA Officials Survey - May 2015

129	At age 68, I still like working with kids. I coached the sport for over 20 years, loved that association, and, when I retired from teaching, I wanted to somehow maintain that association with young people. Plus, I love the sport.	5/27/2015 11:58 AM
130	Love the sport and enjoy being a part of it in any capacity	5/27/2015 11:52 AM
131	Mainly as a personal challenge to interpret rules accurately, to see the play/situation and judge as accurately as possible, to advance and be able to officiate at increasingly higher levels of competition, to make money, to officiate an indoor sport with a lower level of injury risk compared to other sports (such as hockey and/or soccer), to enable players and coaches to have quality/carded officials available for matches, which helps advance the sport.	5/27/2015 11:48 AM
132	To assist in the development and administration of the sport.	5/27/2015 11:45 AM
133	I feel it is another way to participate in the sport. Also, it helps to keep me educated as to what to look for in athletes, the rules of the sport, etc. I like to interact with coaches and athletes... and make a little bit of money with a sport I love.	5/27/2015 11:39 AM
134	I was always involved in volleyball. First as a player then as a coach and now as a referee.	5/27/2015 11:22 AM
135	Keep in touch with past colleagues. Help out the schools- referee shortage.	5/27/2015 11:22 AM
136	I enjoy the sport	5/27/2015 11:13 AM
137	to remain in contact with the sport	5/27/2015 11:03 AM
138	Enjoy the sport	5/27/2015 11:01 AM
139	I enjoy the game. I provide a useful service to the volleyball community.	5/27/2015 11:00 AM
140	I coached volleyball for over 25 years and when I retired I wanted to stay with the sport.	5/27/2015 10:53 AM
141	I enjoy the game, being around the kids and it helps offset the cost of my daughters club team.	5/27/2015 10:53 AM
142	Because I am a sports official and enjoy officiating sports.	5/27/2015 10:47 AM
143	Giving back to the sport. Extra Money	5/27/2015 10:41 AM
144	1. Enjoy it 2. Teach the younger players 3. Pay is a bonus	5/27/2015 10:35 AM
145	Love the game.	5/27/2015 10:35 AM
146	Love of the game. Promote the sport. Make a little spending money.	5/27/2015 10:33 AM
147	It is enjoyable and challenging. It also helps provide some cash flow.	5/27/2015 10:28 AM
148	Stay involved in the sport.	5/27/2015 10:23 AM
149	It is a wonderful part-time job for a student who is unable to take upon too many hours of work. Additionally, I enjoy volleyball but don't always have people to play with, so officiating is a way to stay involved in the game.	5/27/2015 10:17 AM
150	I enjoy being involved with the sport of volleyball.	5/27/2015 10:15 AM
151	I enjoy watching and teaching both players and coaches of the enjoyable sport.	5/27/2015 10:09 AM
152	I love the sport and wish to be involved in a way that I can help to give back.	5/27/2015 10:05 AM
153	Keeps me close to the game	5/27/2015 10:05 AM
154	I enjoy the sport and I like having the 'best seat in the house' (even though it's standing room only.	5/27/2015 10:01 AM
155	Plain and simple: I love the game.	5/27/2015 9:58 AM
156	I enjoy the game. Refereeing adds excitement and vitality to my life.	5/27/2015 9:56 AM
157	I love sports, I have always been a player of a variety of sports including volleyball. I also coached volleyball as a teacher within the elementary school boards.	5/27/2015 9:56 AM
158	Love for the sport	5/27/2015 9:54 AM
159	enjoyment, be part of the game	5/27/2015 9:48 AM
160	To give back to a sport I truly enjoy being part of.	5/27/2015 9:40 AM
161	To remain active as I move into retirement from my current profession	5/27/2015 9:37 AM
162	For my own love of the sport, in seeing players and referees improve in their growth over the years.	5/27/2015 9:36 AM
163	I enjoy being around volleyball in any capacity. Refing has the added bonus of meeting lots of great people, with a little pay on the side.	5/27/2015 9:36 AM

OVA Officials Survey - May 2015

164	To stay involved in the game	5/27/2015 9:35 AM
165	I love the sport-it keeps me involved Provides a modest supplement to my income-something I can do when I retire	5/27/2015 9:31 AM
166	I enjoy the game and it is a great way to earn a little extra money.	5/27/2015 9:27 AM
167	I coach so am very involved in the sport. Want to be up to date. Extra money	5/27/2015 9:23 AM
168	I love the sport.	5/27/2015 9:21 AM
169	For my pleasure and to meet new people from all over the province	5/27/2015 9:21 AM
170	Enjoy it - also the money comes in handy	5/27/2015 9:21 AM
171	I enjoy seeing the high school students participate in the game. The extra cash is a bonus but I have also volunteered.	5/27/2015 9:20 AM

Q2 What are you top 3 biggest challenges in refereeing volleyball?

Answered: 168 Skipped: 14

#	Responses	Date
1	Determining level of play so that neither team is disadvantaged. During long days, consistent focus. Managing events outside of the game. ie spectators	6/19/2015 11:39 AM
2	Consistency in applying the rules among refs Getting good matches to improve skills Feedback	6/18/2015 9:19 AM
3	Consistency among referees Facilities as the lower levels Awarding of matches	6/18/2015 8:13 AM
4	participant and coaches limited knowledge of rules and procedures clarification of schedules well enough in advance updates re rule interpretations and procedures	6/14/2015 4:50 PM
5	Time Recognition as an active official language (not fluent in French)	6/13/2015 5:13 PM
6	1. Making quick decisions 2. Remembering and applying all rules 3. Unbiased decisions	6/11/2015 10:50 PM
7	Ensuring I make the right call. Ensuring I am fair in my approach to the game. Following the speed of the game.	6/11/2015 10:43 AM
8	Being consistent. reffing many different levels and age groups..	6/11/2015 8:37 AM
9	Irate coaches. Ignorant parents Making sure players enjoy their sport.	6/11/2015 4:43 AM
10	Interpretation of rules Sportsmanship from athletes Consistency among refs	6/10/2015 9:50 PM
11	Lack of ongoing mentorship, supervision, or feedback. Overly-aggressive coaches, lack of protection from harassment. Misinformed players and spectators	6/10/2015 8:48 PM
12	Getting enough high quality games Following the rules at the local level	6/8/2015 9:30 AM
13	Time to ref Time to prepare to ref Strong-willed personalities	6/8/2015 8:12 AM
14	Officiating a limited schedule/amount of games. Ensuring that I am continually up to date with rules and rule changes. Officiating a limited amount of divisions or age groups of volleyball.	6/6/2015 8:03 PM
15	Time availability. Staying on top of the game due to limited # of games officiated. Poor equipment for games in some locations.	6/6/2015 7:36 PM
16	1) tough to balance time with family, work and volleyball so can't referee as much as I would like 2) adult rec league I found the players a bit more difficult to deal with	6/6/2015 4:47 PM
17	Consistency adjusting to the level of competition	6/6/2015 10:09 AM
18	The top 3 would probably be overcoming my fear of having to do things on my own, dealing with those really loud parents and trying to always make the right calls	6/5/2015 10:58 PM
19	honesty of players honesty of coaches poor sportsmanship taught by coaches	6/5/2015 9:45 PM
20	Young Female Coaches	6/5/2015 6:31 PM
21	1. Catching rarer faults 2. Keeping track of court switches and time outs during gameplay. 3. Keeping track of multiple things at once.	6/5/2015 6:15 PM
22	Catching faults with confidence. Relaying the correct rule interpretation. Tournament protocols.	6/5/2015 5:41 PM
23	What are your Avoid OVA due to coaches and parents	6/5/2015 5:37 PM
24	1. To do everything by rules 2. To make sure that I make right calls all the time 3. To start all things on time	6/5/2015 3:18 PM
25	consistency, can be tiring doing tournament games, lack of ruels knowledge for spectators and some players	6/5/2015 2:56 PM
26	Seeing 5 things at once and processing Trying to improve my abilities Dealing with the sometimes challenging personalities	6/5/2015 1:54 PM
27	1. Coaches have been getting more volatile as of late. They expect perfection when perfection is not possible and never will be when most calls are based on judgement. 2. Constant improvement. At least on the beach we have a mentoring system. We must try to implement something similar indoor. 3. Time commitments. A lot is done on weekends.	6/5/2015 1:40 PM

OVA Officials Survey - May 2015

28	Rule adaptations as you are assigned to different events/ages poor facilities/equipment non certified coaches ie lack of knowledge of rules/procedures REFEREES WHO HAVE NOT KEPT UP WITH THE CHANGES	6/5/2015 1:06 PM
29	1. "Sideline Referees" (ie: parents heckling me because they think they know how to referee the game better than I do). 2. Transportation to and from games - I am a university student, and so can't afford many forms of transportation. This limits my ability to travel to and from games. 3. Cost - registering as an official, uniform, badge, courses to upgrade my certification, etc all cost large amounts of money. This can be tough for me, as I am a student and don't have large amounts of extra money lying around.	6/5/2015 1:00 PM
30	1. Trying to referee around my work schedule 2. Having to deal with some coaches 3.	6/5/2015 1:00 PM
31	professional development and improvement, dealing with unreasonable coaches	6/5/2015 12:55 PM
32	1. CONSISTENCY- from the beginning of a match to the end. - throughout the province since the match is not called the same way. 2. Rule changes- always changing the rules and adjusting to changes and having players and fans who are not aware of the new rules. 3. Changing in protocols, etc and not having all officials on the same page. (different regions do things differently)	6/5/2015 12:49 PM
33	Having to deal with sub-standard venues Inconsistent practices by referees Finding sufficient opportunities for evaluation	6/3/2015 1:01 PM
34	A small percentage of coaches are over aggressive - they take the enjoyment out of the game (not only for refs but also for players on their own team and opposing teams)	6/3/2015 10:07 AM
35	Observing touches on the far side of the net. Making the correct line calls. Rotational faults in a heated rally.	6/3/2015 8:12 AM
36	1. Being able to deal with ambiguous calls on spot 2. Differentiating between appropriate level of play for the age group 3. Being able to live if the decision made even if it were the wrong one	6/2/2015 12:56 PM
37	The fact that I am located in the western part of region 2 makes it difficult to physically network with more senior officials, to observe how they officiate and discuss the mechanics and methods of officiating. I find that the route required to become a provincial official too difficult because of the distance and the fact that there is only high school level in this area. The fact that the game has evolved makes it difficult when "explaining" to coaches how the game should be called. some of these coaches have never seen a rule book, or are interpreting the rules as they were in the past.	6/2/2015 12:37 PM
38	1) I live in Ottawa so in order to referee high level matches (OUA) I must travel away from the city which can sometimes be difficult. 2) Coordinating my refereeing around other family activities and commitments. 3) Putting in the time that it takes to stay at the top of my game.	6/2/2015 12:35 PM
39	1. Referee education - maintaining a big standard 2. Ensuring referees are prepared to handle and manage on court challenging situations 3. That Referees are required to make a commitment to personal development and that see that there involvement is a service and not just a way to make money.	6/2/2015 10:48 AM
40	1. I am a 16 year old girl. So some coaches try to intimidate me or cheat me. 2. My voice isn't booming or overly assertive 3. Players sometimes do not take me seriously (But it's all good, I love refing)	6/2/2015 10:00 AM
41	Having a fair chance of being assigned tournaments. Being asked to ref in a timely fashion. Poor quality uniforms.	6/2/2015 8:18 AM
42	Hostile coaches We live in a spread out area, so getting to some of the games is a challenge. Disrespectful players.	6/2/2015 7:38 AM
43	being able to see everything when only 1 official disrespectful Parents and Coaches making split second decisions at the higher levels	6/2/2015 7:15 AM
44	changing at the bench coaches attitude money for ova tournament	6/2/2015 5:13 AM
45	1) tough game to ref if you did not play 2) Understanding rotations/systems 3) politics	6/1/2015 10:16 PM
46	The challenges in refereeing i feel are retaining officials, having enough officials to give new officials feed back, and adapting to the various rule changes for the different levels we officiate.	6/1/2015 8:17 PM
47	1. Challenging coaches 2. Poor equipment at some sites 3. Lack of support from fellow officials	6/1/2015 7:55 PM
48	1. Getting assignments near home (London) rather than needing to drive a minimum of an hour. 2. Getting assignments near home (London) rather than needing to drive a minimum of an hour. 3. Getting assignments near home (London) rather than needing to drive a minimum of an hour.	6/1/2015 5:07 PM
49	coaches who have egos length of tournaments (time) rule changes and players/coaches/parents interpretation of changes	6/1/2015 4:49 PM
50	Aditude of the players Storekeepers not properly trained	6/1/2015 4:25 PM
51	Mentally being at the top level every play, consistency for discretionary calls, ensuring that advise for less experienced officials is consistent with the rest of the province/country.	6/1/2015 4:22 PM

OVA Officials Survey - May 2015

52	travel politics fees	6/1/2015 3:26 PM
53	none.	6/1/2015 2:51 PM
54	No input or exposure from more qualified officials No updates from ROC	6/1/2015 2:27 PM
55	-Dealing with team negativity -getting to games crossing the city in Toronto	6/1/2015 1:39 PM
56	Coaches, parents, the lack of tournaments.	6/1/2015 1:23 PM
57	N/A	6/1/2015 1:17 PM
58	overly aggressive players disrespectful coaches uneducated player	6/1/2015 12:33 PM
59	the old stands in the kitchner waterloo area	6/1/2015 12:30 PM
60	OVA incompetence OVA Arrogance OVA secretiveness - old boys network	6/1/2015 10:18 AM
61	None really	6/1/2015 7:42 AM
62	Changing with the changes. A double was a double back in the day whether first or second contact. Trying to teach kids the difference is a challenge. It has changed the game for the worst at the Junior high level. Some elementary schools even let their grade 3's volley the first pass. Changing back to the underhand pass is going to be slow since they rarely use OVA officials until the finals. Availability of referees to be scheduled on a week day.	5/31/2015 11:35 PM
63	Fans . Knowing all the rules	5/31/2015 5:35 PM
64	The speed of the game, tournaments can be long and tiring, travel to the games	5/31/2015 4:07 PM
65	1) the proper completion of the score sheet by volunteers, 2) the rare coach who loses their perspective and continues questioning and badgering officials after the match, * One coach from E381 actually pushed me with his forearm after a match, 3) having to find volunteers to be minor officials during the matches	5/31/2015 3:02 PM
66	the subjective aspect of ball handling (what I interpret as a held ball and how others interpret ball handling..... the 'grey' areas. Attitudes of players. How conduct of players and at times coaches has deteriorated. Although we have means to deal with unacceptable behaviour, it disappoints me that we have to use cards more frequently Simply aging and my ability to deal with the quickness of play. I now choose carefully what level of competition I will officiate given my own abilities.	5/31/2015 2:49 PM
67	Relations with coaches Working with officiating team as a group	5/29/2015 9:58 PM
68	1. Getting clarifications on rules 2. Refereeing single matches -- not worth the pay 3. Refereeing by myself -- it's hard to improve when usually alone	5/29/2015 6:43 PM
69	1. Be flawless on officiate each match. 2. Different protocol for different league. 3. Ball handling for lower tier.	5/29/2015 2:56 PM
70	1) coach and player misconduct 2) retaining and training new officials 3) opportunities to officiate high level	5/29/2015 1:28 PM
71	1. Coaches unaware of the rules or interpretation of the rules. 2. Younger athletes (minority) not showing the respect given to the game, opposing/own team players and officials (and parents) Coaches need to stop this behaviour early. 3. Cliqueness of the officials. Not sure if its a regional thing or a badge level thing, but its there. Not in line with the "fostering/support" of other officials.	5/29/2015 1:11 PM
72	Unfortunately winning at all costs has led to coaches teaching players to manipulate the rules rather than adhere to them. It has also led to an 'in your face' mentality. Finally I believe coaches must set a pattern of good behaviour and a positive outlook on the game.	5/29/2015 9:07 AM
73	outdated and unrealistic treatment of officials non-inclusive unless your part of in group rules should be same for everyone	5/28/2015 2:59 PM
74	Coaches who are not up with rule changes. Going into high schools and sometimes OVA matches and having to explain how to do score sheets to minor officials who have never done them before. The same for lines people especially the parents at OVA matches.	5/28/2015 2:31 PM
75	1. Long days at OVA events 2. Large breaks for teams between games 3. Parents	5/28/2015 12:53 PM
76	Several challenges always emerge. Finding the time to commit to not only actually refereeing but also finding the time to be a student of the game of officiating. Clinics, seminars, upgrade opportunities as well as personal observation of other officials as they officiated all consume hours. For many officials access to evaluation, both formal and informal permitting them to develop can be a challenge. Constant adjustment depending on level of play and rules applied and working with coaches expectations.	5/28/2015 10:33 AM
77	1. Unreasonable coaches who think that the sun "rises and sets" on winning !!! 2. OVA tournaments that last 7/8 hours on a Saturday.	5/28/2015 10:18 AM

OVA Officials Survey - May 2015

78	Standing in one spot for too long in one day. Ringing ears from the whistle. I must travel too far for games. Yeah, I sound old.	5/28/2015 9:10 AM
79	Not taking player/spectator comments AS personnel take it as constructive. Remembering which level/league your reffing every group has there own set of rules. Staying current when changes are not passed on in a timely manner.	5/28/2015 7:27 AM
80	Poor equipment, be it the stand, the net, or another part of the facility. Coaches that think they're God. Making judgement calls when the level of ball is not very good.	5/28/2015 1:30 AM
81	respect mileage fees	5/28/2015 1:24 AM
82	My challenge is really nothing.. I just try to have fun!	5/27/2015 10:43 PM
83	Inconsistency in coaching and team abilities. Lack of knowledge by coaches. Official training updates.	5/27/2015 9:28 PM
84	time, time, time	5/27/2015 9:27 PM
85	1... Is to be the best that I can be for the sport and as a referee. 2 And make sure my judgements are fair in every match. 3 And to try to make sure the players, fans are having a good time	5/27/2015 8:49 PM
86	Rising disrespect of Officials by Coaches Reluctance of some Assignors to move Officials into next Level Balancing "letting the ball fly" and respecting the skilled player	5/27/2015 8:46 PM
87	Rules/changes, dealing with coaches, pressure.	5/27/2015 8:46 PM
88	1. Recognizing the need to be consistent when officiating teams of significantly different levels of ability while also ensuring that a "game" is being played. 2. Wanting more opportunities to work with more experienced officials to enhance my skills. 3. The inconsistencies of rule interpretation between different OVA officiating zones.	5/27/2015 8:40 PM
89	remaining consistent with ball handling calls	5/27/2015 8:12 PM
90	Assessing ball handling calls quickly. Assessing ball handling calls to a consistent standard, appropriate for level of competition. Responding correctly to an unexpected event.	5/27/2015 8:10 PM
91	1. the speed of the game at a high level ie OCAA men's. 2. split second decision making 3. staying fit enough to referee	5/27/2015 8:02 PM
92	lack of rule knowledge by players, coaches & spectators (parents)	5/27/2015 7:44 PM
93	Personally I feel my number one challenge is consistency in ball handling. There are limited resources available to access which focus on this area. I try to watch as many high calibre matches as I can to see and understand what is being called. I wish there were resources like instructional videos/dvd's for example, with commentary directed toward the officiating side of the game. The second biggest challenge is a monetary one. I still work part time and having to take vacation days to referee is at times a monetary loss for me, one that I am willing to do to a point however. Thirdly, the time commitment away from my family can at times be difficult, fortunately my family understands how much refereeing means to me and is very supportive.	5/27/2015 7:14 PM
94	Hearing about quality appointments available.	5/27/2015 6:58 PM
95	1.Keeping up with the speed of play 2. Back court infractions 3. Crowd control	5/27/2015 6:56 PM
96	getting as many games when I am available	5/27/2015 6:46 PM
97	rules scoresheet travel	5/27/2015 6:35 PM
98	1.Making sure the right call is made 2.Being consistent 3.Watching the net	5/27/2015 6:26 PM
99	Finding time to ref. Adjusting to the different levels of play. Dealing with coaches.	5/27/2015 5:40 PM
100	being consistand in ball handling being consistand with rule interpretations trying to stay unemotional and detached as I officiate a match	5/27/2015 5:34 PM
101	Dealing with hotheaded coaches who question your calls/think they know the rules better than you. Team-supplied lines keepers not paying attention.	5/27/2015 5:06 PM
102	Proper equipment at facility, coaches being prepared, no partnering officials (linesman or down ref)	5/27/2015 4:57 PM
103	1. Having to accept unsafe practices during warm-ups suggest as players wearing earbuds while they warm up and can't hear warnings that a ball is headed their way. A potentially, very dangerous practice that could lead to injury and a lawsuit. 2. Increasing disrespect from coaches and players 3. Poor communication from the POCC/ROCC	5/27/2015 4:48 PM
104	Letting the players play the game,and yet making calls that help them improve their game at there level. Dealing with coaches or players on interpretation of calls Need a better mentoring system	5/27/2015 4:43 PM

OVA Officials Survey - May 2015

105	1. Being consistent, especially in ball handling. This is easier when officiating high level play, harder when you have to adapt your standard to the level of play. There is little discussion or guidelines in the training, which is usually all about the rule book. 2. Handling difficult coaches. 3. Filling out officials surveys.	5/27/2015 4:21 PM
106	Adjusting to levels of play and expectations of coaches/players. Inconsistent behaviour / actions from coaches across caliber levels. Coaches stress they look for consistency among officials. As an official I'd like to see more consistency among coaches. Access to / frequency of quality matches.	5/27/2015 4:13 PM
107	Calling double.	5/27/2015 3:55 PM
108	Being consistent. Having knowledgeable scorers/lineseamen available. Having coaches knowledgeable/respectful of rules and etiquette.	5/27/2015 3:38 PM
109	- Dealing with Coaches - Dealing with players / parents - general lack of respect for the refereeing position	5/27/2015 3:18 PM
110	Over the top importance in scoring; Culture of some Senior officials putting down junior officials; Internal politics.	5/27/2015 2:54 PM
111	1. Dealing with difficult coaches 2. Feeling connected with other refs (last season was my first). 3. Not receiving help or feedback from the head referee at some tournaments.	5/27/2015 2:53 PM
112	Dealing with set-up issues in the mornings. Keeping OVA tournaments running on schedule, especially when permits are an issue. Managing coaches who take issue with referee's decisions.	5/27/2015 2:37 PM
113	Retail check fans and coaches	5/27/2015 1:45 PM
114	Application of rules with consistency of most officials.	5/27/2015 1:43 PM
115	Parking close to the facility. Having to train scorekeepers at the University/College level which should not be our responsibility. Communication amongst officials - we only see each other at the kick-off meeting in September, perhaps an official event should be planned	5/27/2015 1:21 PM
116	Time commitment. Am often asked to referee almost every week night and weekends too.	5/27/2015 1:12 PM
117	Nothing	5/27/2015 1:11 PM
118	Development Expectation Retention	5/27/2015 1:06 PM
119	Managing coaches, dealing with lack of knowledge of rules and protocol from players and coaches , making sure everything stays on time	5/27/2015 1:05 PM
120	Being consistent, not letting circumstances dictate calls, standing for long periods of time without moving	5/27/2015 1:03 PM
121	No real challenges. I think most people it's time and I have lots of time .	5/27/2015 12:55 PM
122	Being consistent on ball handling calls Rotational concerns Net violations	5/27/2015 12:55 PM
123	Learning ball handling calls Travelling in winter Getting jobs with the experience that I have no win my area of Lindsay.	5/27/2015 12:45 PM
124	Just started so I'm not sure yet.	5/27/2015 12:38 PM
125	My requirements for availability. As a soccer official I can work 1/2 days. This is not really offered with ova An official makes the same amount of money if they work a half day as compared to a full day.just spend half a day sitting on my butt. My time is valuable this issue keeps me from putting my name forward more	5/27/2015 12:30 PM
126	1) fees are high and uniform is expensive so there is a large investment. 2) coaches can be aggressive when coaching young teams Than do not know how to handle it. 3)travel it is difficult to ref early weekend tourneys if you do not own a vehicle as transit on weekends is poor throughout gta	5/27/2015 12:22 PM
127	1) Close net calls - ie. touches off the block. With a second official or linespeople, this net issue is not a factor. 2) Scramble plays at the far end of the net, particularly touches, balls going off different parts of the body. 3) Lack of down official work for 90% of our assignments, then expected to be competent when assigned to a 2 official situation	5/27/2015 11:58 AM
128	Some facilities are not consistent, dealing with overly vocal coaches, and travelling.	5/27/2015 11:52 AM
129	1) Lack of structured supervision/ mentoring/ educational opportunities in Region 2. 2) A desire for the OVA to have competent officials to officiate in the 2-official system, meanwhile OVA club ball (even at 18U level) does not have the 2 official system - thus plays are missed and judged inaccurately with fans and coaches shrugging shoulders saying "oh well, there was only one ref anyway, so what can we do!" 3) Lack of annual recertification clinics for officials - would ensure existing officials are more committed, provide an opportunity to refresh rules/situations, and provides an opportunity for OVA to communicate Rule Emphasis, etc. similar to other sports. Currently an official can obtain Local or Provincial certification, and then never ever have to attend another clinic or write an exam and referee for 30 years! This is not good for the sport.	5/27/2015 11:48 AM

OVA Officials Survey - May 2015

130	ONLY ONE ~ keeping up to date with new protocol and rule application. In this age of technology, how is it that when I work with another senior official in another Region of Ontario I have consistently heard (repeatedly, over the last 30 years); "That is not how it is being done now." Examples: zeroes or no zeroes in match summary, the signal for touch, first official pointing laterally or at team's bench on a timeout request ... etc.. These are all minor elements to the game ... makes no difference to me which way we do it ... just tell me which way we are NOW doing it THROUGHOUT Ontario. It seems as though only the privileged (??) get the information so that THEY are in the know and the rest of the Minions are left to fend for themselves until corrected. The OVA has the contact info of every Official in Ontario ... any changes that come up ... Blog, Tweet, Google Document, Periscope, Email, etc., that information to everyone at the same time. Then, when I hear that "that" is not how we are doing something I can respond ... "I will wait for the official message broadcasted from the OVA" before I implement that change.	5/27/2015 11:45 AM
131	1. Dealing with difficult coaches. 2. Fatigue and my feet start to hurt 3. Bad or lack of proper equipment	5/27/2015 11:39 AM
132	To do my candidate course to be an international referee. To referee the final match of the 10th African Club Championships. To referee the Beach Volleyball Continental Cup for Olympics qualifications in London.	5/27/2015 11:22 AM
133	Coaches who question every call against them. Shortage of good referees. No way to get updated or evaluated.	5/27/2015 11:22 AM
134	Inconsistency between referees Uncertified scorekeepers	5/27/2015 11:13 AM
135	the various differences between leagues and divisions lack of knowledge of the rules from players, coaches and others	5/27/2015 11:03 AM
136	1. Travel 2 assigning 3 politics	5/27/2015 11:01 AM
137	The limited number of matches in our area makes it difficult to have the expertise required. The confidence required that I have made the right call.	5/27/2015 10:53 AM
138	Political nature of assigning games Cost of referee uniforms is outrageous Communication and guidance from the ova	5/27/2015 10:53 AM
139	Getting OVA assignments...getting upgraded to the next level (not interested anymore)...being consistent when being evaluated by different people.	5/27/2015 10:47 AM
140	Coaches that think they are perfect! "Hockey" Parents Stupid Protocols that are meaningless	5/27/2015 10:41 AM
141	1. Poor coaches 2. Poor condition of courts & equipment 3. Lack of consistency amongst referees	5/27/2015 10:35 AM
142	1. Consistency in ball handling. 2. Keeping track of rotation. 3. Lack of feedback.	5/27/2015 10:35 AM
143	Most of the time you're working alone. No R2 and inexperienced lines people. Getting matches. I'm a small fish in a well stocked pond in Region 6.	5/27/2015 10:33 AM
144	Parents who dont know the rules or have any respect for officials. Coaches who don't know the rules or have any respect for officials.	5/27/2015 10:28 AM
145	Finding the time to participate, getting regular consistent feedback on my performance in indoor reffing and finding a way to always improve and increase my knowledge of the game.	5/27/2015 10:23 AM
146	Effectively calling ball-handling. Handling rowdy players/coaches/parents. Correctly following the small details of often-changing game protocols.	5/27/2015 10:17 AM
147	1. Parents, coaches who view things differently. I realize that this will happen from time to time, but it is the lengths some go to, which can disrupt a match. 2. Keeping up to date with the rule changes from year to year (division to division). 3. Getting accurate feedback from colleagues (unless one is at provincials, this doesn't really happen).	5/27/2015 10:15 AM
148	Making sure to get to the game early enough. The coaches at times. The pay when travel time comes into play in Toronto.	5/27/2015 10:09 AM
149	Understanding all of the nuances of the game that you can only fully appreciate through experience or mentorship. Maintaining a positive outlook after a difficult interaction with a player or a coach. As a fairly Jr Ref, I think finding appropriate resources to help me better understand the game at a higher level so I won't be surprised by a situation and have to run the risk of making a critical mistake is the greatest challenge.	5/27/2015 10:05 AM
150	Parents who don't know the rules..... Not enough officials....consistency in rule interpretation	5/27/2015 10:05 AM
151	1. Keeping up with new rule changes. 2. Enduring the never-ending, ongoing politics amongst senior officials in Region 3. 3. It is always a challenge to try and leave at the end of a match and have no one realize you were ever there.	5/27/2015 10:01 AM
152	1. Participants not knowing the rules and the spirit of the game.	5/27/2015 9:58 AM
153	Few educational resources for improving officiating skills. Insufficient communication between referees and assignors.	5/27/2015 9:56 AM
154	some coaches and their rude attitudes, driving in bad weather conditions, treatment by some male referees at some tournaments.	5/27/2015 9:56 AM

OVA Officials Survey - May 2015

155	Coaches with unsportsmanlike behaviours. Inconsistent protocols Favouritism in assigning at high school level	5/27/2015 9:54 AM
156	finding a balance in calls, coaches, long tournaments	5/27/2015 9:48 AM
157	1. At the club level uninformed fans. 2. Developing consistency from region to region. 3. Mentorship of junior officials.	5/27/2015 9:40 AM
158	Watching for rotation and back row attack violations as well as simultaneous net contact (attacker - ball - defender)	5/27/2015 9:37 AM
159	1. Knowledge of the rules 2. Correct application of the rules 3. Behaviour of coaches and players.	5/27/2015 9:36 AM
160	1 - asshole coaches 2 - having poor linespeople 3 - standing for long periods of time is hard on my knees	5/27/2015 9:36 AM
161	The lack of consistency in how the game is called by region The lack of clarity around net calls, centre line violations and ball handling The lack of development for officials who have refereed for years yet have not improved their game management and officiating skills	5/27/2015 9:35 AM
162	1. understanding that you will never get it totally right...coaches, playets, parents will criticize your work 2. applying judgement-based calls to diffetent levels of playing- how tight do you call 13 year olds on hands as an example 3. Inconsistency between officials on judgement calls-particularly doubles and carries...as an example hard to call a setter who holds the ball when they set when 'no other ref has called them for that all day'	5/27/2015 9:31 AM
163	As a female I'm not taken seriously. As a young referee people like to argue that my calls. There is not many refereeing opportunities in the town I live in so I have to travel quite a bit.	5/27/2015 9:27 AM
164	Rude parents. Rude coaches. 4 refs are needed to properly ref a match but often only one is used to save money.	5/27/2015 9:23 AM
165	1) Being accepted into the clique. There is a small group on the inner circle and if you do not break into that group you will never receive high level matches or appropriate promotion opportunities. 2) Every league has different rules, even the CIS does not use all the VC rules. 3) Too many senior officials mentor based on opinion rather than the rule book, so new referees are not being trained consistently.	5/27/2015 9:21 AM
166	Ova schedules and good venues for the tournament	5/27/2015 9:21 AM
167	Reffing different levels Not having efficient linesmen	5/27/2015 9:21 AM
168	Making close calls. Keeping the game going while still keeping the integrity of the game. Keep consistNt throughout a long day.	5/27/2015 9:20 AM

Q3 What do you believe are the barriers for people to become volleyball referees?

Answered: 167 Skipped: 15

#	Responses	Date
1	Knowledge and confidence	6/19/2015 11:39 AM
2	There are lots of opportunities to become a ref., but the, monitoring, followup and support are very poor. Many can get lost in the first level mash.	6/18/2015 9:19 AM
3	There are lots of opportunities to become referees, the problem is follow up, mentoring, and support on a regular consistent basis.	6/18/2015 8:13 AM
4	readily available, well advertised clinics	6/14/2015 4:50 PM
5	Time of day for majority of work Transportation Clinic availability (if you miss Sept your chances of getting in are very low)	6/13/2015 5:13 PM
6	In order to be a successful referee you have to be very passionate and knowledge of the game.	6/11/2015 10:50 PM
7	Not sure	6/11/2015 10:43 AM
8	Sometimes hare to find a clinic to take. Then they get charged a fortune to take a clinic. \$145 now for a clinic, then they have to buy a uniform. Before they get paid anything. (months later) they pay about \$250 out of their pocket?	6/11/2015 8:37 AM
9	None, just do it.	6/11/2015 4:43 AM
10	Confidence Knowledge Being able to balance or judge when to call, or not call	6/10/2015 9:50 PM
11	Regular opportunities to work.	6/10/2015 8:48 PM
12	Like any officiating it is intimidating	6/8/2015 9:30 AM
13	Coach behaviour Lack of timely (and sufficient) pay Difficulty in moving up	6/8/2015 8:12 AM
14	Unsure of officials roles and rules. Limited access to officiating clinics. Not aware of the need for officials at all levels of volleyball.	6/6/2015 8:03 PM
15	There is not enough encouragement for young people to participate in the game in official capacities.	6/6/2015 7:36 PM
16	Most people I speak to don't know about it and that it could be a good part time job.	6/6/2015 4:47 PM
17	cumbersum process to get rated	6/6/2015 10:09 AM
18	Barriers would probably either be the distance some people have to travel in order to come to the referee courses. Another barrier could be the time (because it does take up 2 full days). And maybe money, because for young teenagers like myself, if your parents don't want to pay for the referee course or the clothing then you have to pay for it all yourself	6/5/2015 10:58 PM
19	coaches that refuse to act with maturity	6/5/2015 9:45 PM
20	Not enough awareness of how to become one	6/5/2015 6:31 PM
21	Promotion of the job, and initial cost. Not knowing any people in the refereeing world.	6/5/2015 6:15 PM
22	Not enough higher officials in the various Regions watching up coming officials and giving them positive feed back. Confidence. I especially enjoyed the RIM park Tournament. There I had a lot more feed back than I have ever had.	6/5/2015 5:41 PM
23	Confidence Time Costs	6/5/2015 5:37 PM
24	1. Private circles in organizations 2. Not enough money to pay officials 3. Undefined way to go up in scale of senior officials	6/5/2015 3:18 PM
25	worried about coaches thoughts because officials sometimes take comments too personally, too many other committments	6/5/2015 2:56 PM
26	Finding local courses and the fact that the pay isn't huge.	6/5/2015 1:54 PM
27	They see referees being abused by coaches and don't want to receive that type of abuse.	6/5/2015 1:40 PM
28	Time. .	6/5/2015 1:06 PM

OVA Officials Survey - May 2015

29	The cost, transportation, difficulty in finding a referees course, a social view of referees as the "bad guy", time commitment for tournaments, travel to and from games, game time, etc, not viewed as an activity that will help in future endeavours (many young people would rather spend their time volunteering in hospitals, etc that will help them with their future career plans).	6/5/2015 1:00 PM
30	Knowing when clinics are being offered	6/5/2015 1:00 PM
31	I actually believe there is an established process in place with little to no barriers.	6/5/2015 12:55 PM
32	Many think that referring is easy until they are up on the stand and they feel the pressure. Another barrier for some people is not having a good understanding of volleyball game.	6/5/2015 12:49 PM
33	I believe there is a lack of communication to non-referees on the requirements, opportunities and benefits of becoming a referee.	6/3/2015 1:01 PM
34	Many people have very busy lives - in order to referee games you need a lot of free time -	6/3/2015 10:07 AM
35	For young people - not being intimidated by unruly players and coaches. some coaches take advantage of younger officials!!!	6/3/2015 8:12 AM
36	I believe people need to be able to stick to their judgement and not let themselves down after regardless of the outcome. I also feel that people need to understand the rules completely and not be swayed by players reactions or comments. To be a referee one must be able to stand strong and in control of the game.	6/2/2015 12:56 PM
37	In this area age is a factor. Since you must be 18 yrs old to become an official, many cannot afford the clinic and fees, or leave the area so that the process of recruitment must begin all over again. Not enough exposure to officiating gives some candidates the impression that officiating is easy and does not require effort.	6/2/2015 12:37 PM
38	1. I would say number one barrier is having the confidence to believe that they could do a good job, i.e. not be embarrassed or not get yelled at. 2. Probably number 2, would be the time commitment required to become a good official. 3. If new officials lack opportunities to referee or transportation to get to matches, they may lose interest. 4. That we pay only three times a season and not on site (in Ottawa for all volleyball: high school, OVA, night leagues, etc.). People might want their earnings quicker.	6/2/2015 12:35 PM
39	1. Lack of confidence in dealing with on court challenging situation 2. For Women - respect and time to commit 3. That it takes time to be proficient therefore we must be patient with development. 4. Players and coaches must understand and accept that referees will make mistakes. It is part of development.	6/2/2015 10:48 AM
40	Taking the first step to go to a clinic can be hard. Also, after a few bad first games, some people may give up.	6/2/2015 10:00 AM
41	None but to become a good ref requires a team approach which is well developed in some areas and not in others.	6/2/2015 8:18 AM
42	Time constraints. People are so busy.	6/2/2015 7:38 AM
43	self confidence time commitment	6/2/2015 7:15 AM
44	test not written for the average person need to be straight forward coaches attitude registration process should be easier	6/2/2015 5:13 AM
45	People simply need to be encouraged at an early age to try it. Fun games and then encouraged to continue	6/1/2015 10:54 PM
46	The barriers I feel are, time commitment, age, location. Also, being able to get matches to improve your skills.	6/1/2015 8:17 PM
47	There is limited positive recruitment from this areas senior officials	6/1/2015 7:55 PM
48	The prices of the mandatory official uniform... especially when it is SO difficult to get local assignments.	6/1/2015 5:07 PM
49	1. lack of experience 2. getting a chance to break into the "ranks" 3. getting a chance to participate (ref up/down) in meaningful games. 4. getting to learn from experienced officials, a more involved mentoring system	6/1/2015 4:49 PM
50	Aditude	6/1/2015 4:25 PM
51	Confidence to make calls that may not be liked but are correct, being yelled at by coaches and understanding that they are not personal attacks but disagreements with the call being made. Some people have challenges with travel as well and not being able to get to gyms or the time commitment required to get better.	6/1/2015 4:22 PM
52	money, cost of registration and intro course and uniform not recovered quickly enough for the new generation cost of travel and reimbursement of turns many away. Also lack of communication from OVA	6/1/2015 3:26 PM
53	a) Pressure, some people don't like standing up on a stand, with thousands of people behind their back. b) The unknown, some people don't know if they will enjoy the game from the stand, so they don't do it.	6/1/2015 2:51 PM

OVA Officials Survey - May 2015

54	In our league games are all-day mini-tournaments. Most people working. In the Sault, games scheduled for 4:00 and 5:00 pm. Most people working In the Sault, no boys volleyball and hard to recover costs of registration, shirt, pants when only doing girls games	6/1/2015 2:27 PM
55	-having the time to attend spotty and intermittent games -have to be pretty thick skinned to deal with the demand and precision required to ref over a long period of time	6/1/2015 1:39 PM
56	Their work schedules, the coaches complaints and the lack of skill in the area.	6/1/2015 1:23 PM
57	1. The lack of mentoring at the local level. The course is given and then they are on their own. Many potentially fine refs are lost early by the lack of support. 2. The OVA needs to put more resources into referee instruction.	6/1/2015 1:17 PM
58	lack of leadership in oneself	6/1/2015 12:33 PM
59	I don't see a problem	6/1/2015 12:30 PM
60	Time with jobs	6/1/2015 10:18 AM
61	They don't thik they can do it.	6/1/2015 7:42 AM
62	Time. Clinics in the area. Lack of confidence. New rules make it hard to be consistent and many uneducated spectators and coaches grumble. This turns off the young referees who are not teachers.	5/31/2015 11:35 PM
63	Committing the time.	5/31/2015 5:35 PM
64	Cost of travel, getting the clinics to advance. I have tried to find upgrade clinics but there are only a few.	5/31/2015 4:07 PM
65	1) the low frequency of vball referee clinics in each region	5/31/2015 3:02 PM
66	Being an official (in any sport) is challenging because of the attitudes of coaches, players and spectators. For younger officials that is the biggest hurdle to deal with abuse The availability of coaching clinics. Sometimes officials have to travel outside their own region to become certified.	5/31/2015 2:49 PM
67	Very close and private circle in higher level, not fair and transparent way to achieve next level, absence of fair and permanent system to evaluate all officials and make ranking based on evaluation not private and personal preferences	5/29/2015 9:58 PM
68	Lack of financial incentive	5/29/2015 6:43 PM
69	Know all the rules and know how to apply them at match.	5/29/2015 2:56 PM
70	1) coach and player misconduct 2) no interest, rather play or do something else	5/29/2015 1:28 PM
71	Most don't do it until after they stop playing (like me). I truly wish I would have done this 25 years ago. Needed the push then. Players only see the older refs at their tourneies. Need a younger generation to step up. Current or recently "retired" players.	5/29/2015 1:11 PM
72	It can be difficult to control many of the negative coaches, especially for inexperienced officials. If you are in it for the money you will not last long. It is not a part time job it is a commitment to the betterment of the sport.	5/29/2015 9:07 AM
73	helps to know the game	5/28/2015 2:59 PM
74	It is difficult to get people at the grass roots level, i.e., students as their class schedules interfere with them starting officiating. They are in a bad position too, as they would have too much peer pressure especially in their own school. If one has never played or coached, attaining the feel for the flow and cadence of the game takes time and occasionally new referees may well become frustrated with the teams' and coaches' reactions.	5/28/2015 2:31 PM
75	1. Coaches who expect young referees to be perfect without any experience	5/28/2015 12:53 PM
76	There appear to be lots of new officials certified each year but much attrition takes place (some of course should). I do not think there are adequate opportunities for officials to develop in a more "protective' environment. They are often just sent out on their own. Assignors may have their favourites for a variety of reasons but this can lead to 'disengagement' by those not included. Training opportunities are limited.	5/28/2015 10:33 AM
77	1. Family responsibilities.	5/28/2015 10:18 AM
78	Cost up front. (Membership/uniform) You must carry that cost until you start to get paid for matches.	5/28/2015 9:10 AM
79	People of authority holding the position to long.	5/28/2015 7:27 AM
80	I didn't know there were any.	5/28/2015 1:30 AM
81	politics leading to being given assignments	5/28/2015 1:24 AM
82	Not enough courses to become qualified, or to upgrade.	5/27/2015 10:43 PM
83	None. Anyone who wants to work hard and become a good official can do so.	5/27/2015 9:28 PM

OVA Officials Survey - May 2015

84	instant judgement and reaction	5/27/2015 9:27 PM
85	The barriers for people to become volleyball referees is to get past the numbers of people at a game and who you are refereeing weather it is girls or boys. And all the travelling to tournament, rain or shine. And also take in information from senior officials at games to in prove your abilities to over come and to be a better referee. Theses are all needed to referee in the ova. I am proud to be a referee and I will help my fellow locals when ever I can at ova tournament a long side my senior officials as well. thank- you.....	5/27/2015 8:49 PM
86	You need to have an OVA presence in your area No real recruiting process Misconception that we "just stand there"	5/27/2015 8:46 PM
87	Fear of messing up, or lack of knowledge of the sport.	5/27/2015 8:46 PM
88	1. Lack of promotion and recruitment of volleyball officials within schools and community. 2. At the OVA level, coaches need to demonstrate respect and support for officials. I have been at tournaments where there are obviously brand new officials that coaches are taking advantage of during matches. I know of one great young lady who is considering stopping officiating because of this.	5/27/2015 8:40 PM
89	confidence in making calls	5/27/2015 8:12 PM
90	1) I don't know if it is a barrier, but I think that new referees would benefit from a bit more mentoring. 2) At a high school age (and just after), I think that the people that are interested in volleyball would rather play it than referee it.	5/27/2015 8:10 PM
91	lack of exposure to the game in certain regions of Ontario time commitment to contribute travel distances depending on the region	5/27/2015 8:02 PM
92	None other than their personal commitment and flexibility when it comes to assignments.	5/27/2015 7:44 PM
93	I believe that the barriers are time commitment and monetary issues. Younger refs don't always have the luxury of a Monday to Friday job, and as most tournaments are Saturdays it may be difficult to ask for days off. Also for certain areas the logistics of tournaments may be an issue.	5/27/2015 7:14 PM
94	Stress from being abused over calls.	5/27/2015 6:58 PM
95	1. Money. Can you earn enough to make it career 2. Time of matches.	5/27/2015 6:56 PM
96	OVA charges way too much to register an official I also ref football and it is only about \$35 total	5/27/2015 6:46 PM
97	lots of rules hard to becoming referee	5/27/2015 6:35 PM
98	To be positive at what you do and to always listen to your senior officials for feedback	5/27/2015 6:26 PM
99	Not having enough experience or knowledge of the sport of volleyball.	5/27/2015 5:40 PM
100	some of the barriers are: -lack of feedback for new officials -waiting time for match fees for the younger officials	5/27/2015 5:34 PM
101	Unless you know a fellow ref it's hard to find out where to look for reffing clinic information. There are very few clinics nearby each year.	5/27/2015 5:06 PM
102	Information on expectations, ability to practice, cost	5/27/2015 4:57 PM
103	1. It is hard to encourage young referees to(High school/ university/college students) to continue refereeing when it takes so long for them to be paid for their work. They shouldn't have to wait more than 2 weeks to receive payment for a tournament. 2. Mileage policy is also a problem/districts in regions where officials have to travel, especially the 50km bubble. Many clinics are held after entire seasons have been assigned.	5/27/2015 4:48 PM
104	Not a positive experience Unless you are near a big city to hard to advance your training.	5/27/2015 4:43 PM
105	Not everyone is suited to the job. It takes a certain strength of personality to put yourself in front of other people who are knowledgeable about the game, and make decisions which may be criticized. You have to be able to handle making mistakes. So people are afraid they can't do it. For those who can do it, the main barrier is time. It is nice to be retired and be able to work any time, but this is not true for many. I do not believe cost, of courses or uniforms, is a serious barrier. But if there are some who could make good referees, there should be some allowance to cover costs for those who do not have the means.	5/27/2015 4:21 PM
106	Aggressive coaches/players and officials. Too often calls / non-calls become points of escalating arguement or intimidation. Frequency of competitive matches, caliber of play. Politics among officials - regions. No longer enjoyable. \$\$\$\$\$\$\$\$\$\$	5/27/2015 4:13 PM
107	Coaches trying to embarrass new officials.	5/27/2015 3:55 PM
108	Clinic availability. Personal comfort level as officials.	5/27/2015 3:38 PM
109	- time commitment - Cost - lack of recruiting info	5/27/2015 3:18 PM
110	None that I can think of.	5/27/2015 2:54 PM

OVA Officials Survey - May 2015

111	Awareness of how simple it is to become a ref. Awareness of it being an attractive option in the first place. Having to pay membership fees to OVA when they are unsure how many assignments they'll get	5/27/2015 2:53 PM
112	Too many rules in the rule book. Dealing with coaches/parents/players questioning their calls.	5/27/2015 2:37 PM
113	Fans and coaches	5/27/2015 1:45 PM
114	None.	5/27/2015 1:43 PM
115	Communication - I heard about officiating from my high school coach...otherwise I wouldn't be officiating today. Remuneration - when I started in 1980 in Peel Region I was getting paid \$40 for a 3 out of 5 match at the high school level - cash on site - given the cost of living, that really hasn't changed in 35 years. Also gas mileage and parking need to be addressed Respect - This has to be earned, but I feel that basketball officials get more respect than volleyball officials	5/27/2015 1:21 PM
116	Cost. Young referees don't often have resources to pay fees and uniform costs etc. as they are not likely to referee enough since they also don't often drive yet.	5/27/2015 1:12 PM
117	authority, leadership respect	5/27/2015 1:11 PM
118	Exposure Opportunity Education	5/27/2015 1:06 PM
119	Very political environment, you need to know the right people in order to become a ref	5/27/2015 1:05 PM
120	Poor support system for new refs, very little feedback into how you've done, difficult to get assignments when an "old boys" club exists with assignor (friends get the assignment over newer refs)	5/27/2015 1:03 PM
121	-Time being the biggest. -Confidence -	5/27/2015 12:55 PM
122	availability of clinics at appropriate times- beginning of seasons Opportunities to get game assignments	5/27/2015 12:55 PM
123	Should have a wide experience with the sport of volleyball Separating coaching from refereeing Able to get along and have the skills to handle all kinds of personalities. Fair but firm!	5/27/2015 12:45 PM
124	Availability, scheduling of clinics, knowing when and where games will be played.	5/27/2015 12:38 PM
125	Politics and who knows who is what matters	5/27/2015 12:30 PM
126	1) fees/costs 2) travel to tournament locations 3) can't afford to take time off work to upgrade or gain badge	5/27/2015 12:22 PM
127	In my humble opinion, when our newcomers go to a local clinic, write their test, and are seen at an early season tournament by a more senior official, they are now qualified to referee at least high school and some youth OVA stuff. Very intimidating situations. A structured ongoing mentoring system would allow our "newbees" to learn and through, feedback, grow and become much more comfortable in doing their "chosen" job.	5/27/2015 11:58 AM
128	Frequency and location of clinics	5/27/2015 11:52 AM
129	1) Lack of time commitment for games - many OVA tournaments are full days on weekends, and assignors prefer individuals who can officiate for the entire day (very tiring) vs. a batch of 2-3 games at a time. 2) Lack of encouragement/ incentive to learn rules and situations more in-depth, mainly due to lack of advancement opportunity/ lack of need for higher level officials. 3) The pay does not increase with inflation, and thus results in match fees decreasing over time even though the dollar amount stays the same.	5/27/2015 11:48 AM
130	Support locally, regionally, and provincially from the onset. We work with them to get their certification and then they are left to sink or swim. Local boards offer some assistance ... it would be productive if the OVA set up a "forum" which addressed those needs ... the needs that I mentioned in question 2 above.	5/27/2015 11:45 AM
131	-lack of confidence -lack of training -wages -distance to travel	5/27/2015 11:39 AM
132	Being a volleyball referee is a very long process and that could discourage potential candidate to be a referee if it takes too long to be recognized as apt to referee.	5/27/2015 11:22 AM
133	Intimidation from coaches and players. Not enough clinics, not enough games.	5/27/2015 11:22 AM
134	??	5/27/2015 11:13 AM
135	inability to get experience	5/27/2015 11:03 AM
136	With our young officials is waiting to long to get paid.	5/27/2015 11:01 AM
137	The lack of knowledge of the game. The lack of opportunities provided to become qualified. People are afraid of making calls that will start a confrontation with coaches, players or fans.	5/27/2015 10:53 AM
138	Unsure of the process Start up costs Intimidated by behaviour they see towards officials at matches	5/27/2015 10:53 AM
139	Proper training and not being observed by senior officials. Also your rates for mileages for OVA tournaments.	5/27/2015 10:47 AM

OVA Officials Survey - May 2015

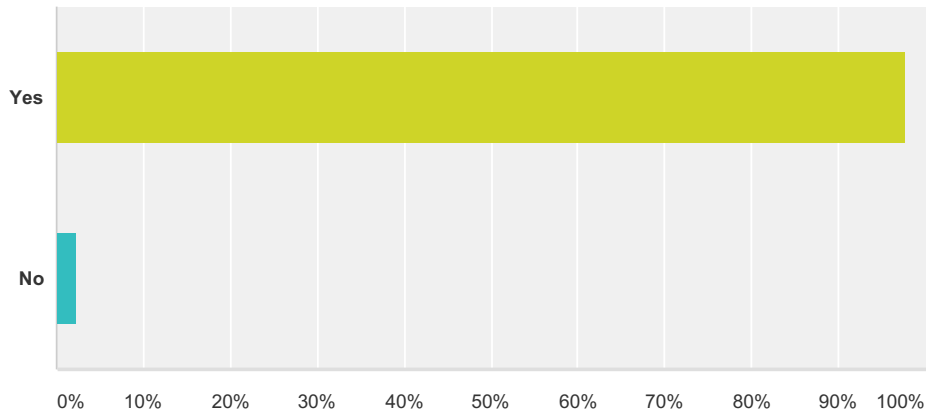
140	The harassment by coaches and parents (and some players)	5/27/2015 10:41 AM
141	1. The politics within the OVA 2. Effort required for police checks 3. Why would someone want the abuse associated with officiating any sport	5/27/2015 10:35 AM
142	No idea.	5/27/2015 10:35 AM
143	Being alone on the stand isn't for everyone. Opportunity for mentoring. Again once you're certified you're almost always working alone. Very little feedback. Clinics require an acceptable level of vball tournament and a substantial time commitment.	5/27/2015 10:33 AM
144	They don't know the rules well enough and think it is an easy job. Abusive parents and coaches.	5/27/2015 10:28 AM
145	Most people are not aware of what it takes to become an official. Once they do, they are not supported during their first season or two to understand what opportunities are ahead for them. I believe that is why there is a high drop out rate.	5/27/2015 10:23 AM
146	Many people believe that they are unable to officiate and not up to the task, when it's something I believe many people can do.	5/27/2015 10:17 AM
147	Availability of clinics.	5/27/2015 10:15 AM
148	The attitude of the coaches. Some player conduct doesn't attract refs either.	5/27/2015 10:09 AM
149	Communication of the expectations and training process. Time and availability of senior mentors respectful interactions between Sr and Jr refs to continue to build on the initial passion and interest in becoming a ref. While I've not yet experienced this I understand that some less experienced refs feel that there is a significant issue with Sr officials working to help their Jr partners improve. Many conversations I've heard have clearly indicated that the Sr Officials "look down on" the Jr refs and there is little support or mentorship. Again, I've not experienced this so it may well be a personality thing.	5/27/2015 10:05 AM
150	Knowing when/where a clinic happens.... Money... Mentors	5/27/2015 10:05 AM
151	1. I don't believe there are barriers for people to become VB Referees. From my observation the barriers go up after you become a Local Official as soon as you decide you want to advance within the system to become a Provincial, Regional, National and perhaps even strive to become an International official. The pay structure, especially the travel reimbursement (first 50 km 'free') would not entice people to line up to become an official. It's even worse if you are a Beach Official. Officials can make much more money officiating adult recreational leagues and as a bonus not have to deal with ignorant coaches and sometimes other 'senior' officials some of whom define 'patronizing' and 'condescending.'	5/27/2015 10:01 AM
152	1. Not enough recruitment of people to get involved in officiating.	5/27/2015 9:58 AM
153	Lack of information as to how become a referee, where to take a clinic, etc.	5/27/2015 9:56 AM
154	I don't think there are any barriers.	5/27/2015 9:56 AM
155	Lack of mentor ship to advance their commitment after level 1	5/27/2015 9:54 AM
156	no barriers in our region.	5/27/2015 9:48 AM
157	A supportive mentorship model.	5/27/2015 9:40 AM
158	Lack of time; something they just haven't thought about doing	5/27/2015 9:37 AM
159	1. Time 2. Transportation 3. Babies	5/27/2015 9:36 AM
160	The barrier to becoming a referee is virtually non-existent. It's a few bucks, a day of your time, and a simple written test. The problem is wanting to remain as a volleyball referee. With the vast majority of matches in Ontario being single official, there are very few opportunities for newer officials to be mentored by senior officials. Mentorship is especially crucial for newer referees, because the most fragile time in a referee's development is the first few years where their understanding of the rules and conventions of volleyball are usually less than that of the coaches.	5/27/2015 9:36 AM
161	The lack of consideration for assignments because the old guard have always done this so they can't get the reps needed to improve their skills and management of matches Make entry into the program at intervals throughout the year not just in the fall	5/27/2015 9:35 AM
162	1. They see it as a thankless job where you open yourself to criticism 2. Pay is modest...not worth it	5/27/2015 9:31 AM
163	They don't have the information they need.	5/27/2015 9:27 AM
164	Abuse from parents and coaches	5/27/2015 9:23 AM
165	1) Cost of the uniform. \$80 pants and \$55 shirt are ridiculous. 2) Official abuse. Not just in volleyball, but people see it in all sports and question why they would want to expose themselves to that.	5/27/2015 9:21 AM

OVA Officials Survey - May 2015

166	Is there any? Personally I have not notice any	5/27/2015 9:21 AM
167	It is scary to stand up on a stand when you are not sure if yourself. Lack of time/ commitment.	5/27/2015 9:20 AM

Q4 Do you plan to continue refereeing volleyball in the future?

Answered: 176 Skipped: 6



Answer Choices	Responses
Yes	97.73% 172
No	2.27% 4
Total	176

#	Other (please specify)	Date
	There are no responses.	

Q5 What is your reason for no longer refereeing volleyball?

Answered: 4 Skipped: 178

#	Responses	Date
1	Getting old	6/1/2015 2:28 PM
2	-do not wish to deal with negativity from teams	6/1/2015 1:40 PM
3	I am 75 years old and over the past 6 months I notice my mental concentration is not what it was. I make mistakes I never did before and if I can't referee at what I consider an acceptable level then it is time to get out.	6/1/2015 1:19 PM
4	No longer enjoyable. Politics	5/27/2015 4:14 PM

Q6 What do you hope to achieve as a volleyball referee in the future?

Answered: 161 Skipped: 21

#	Responses	Date
1	Create an atmosphere where players enjoy the game and are not concerned with what a referee will call.	6/19/2015 11:40 AM
2	To promote the game for life To promote fair play - for life! To interact with the community	6/18/2015 9:20 AM
3	consistent performance opportunities to work variety of matches opportunities to work good quality matches	6/14/2015 4:51 PM
4	Provincial status	6/13/2015 5:14 PM
5	Advance to higher levels of a referee.	6/11/2015 10:51 PM
6	To keep enjoying the game and to help others enjoy it as well.	6/11/2015 10:43 AM
7	I am at my level of Referee. Regional Ref. I hope to continue to ref, and be a respected ref.	6/11/2015 8:38 AM
8	Continue my level of fair officiating. Walk from each gun knowing I did a good job....	6/11/2015 4:44 AM
9	Increased knowledge	6/10/2015 9:50 PM
10	I would like to become a Clinician to be able to host Local level clinics.	6/8/2015 9:31 AM
11	To continually improve my game and referee the highest level of volleyball available to me. To contribute to growth and development of other officials. To find balance between family, work and volleyball.	6/8/2015 8:14 AM
12	Continue to help officiate my local volleyball clubs. Officiate higher categories/divisions of volleyball. Stay up to date on rules and rule changes.	6/6/2015 8:05 PM
13	I would like to find the time to do more games however my job commitments and family obligations are preventing that at this time. Find time to do the occasional OVA tournament.	6/6/2015 7:38 PM
14	I am a local referee, I would like to move up to the provincial level in the near future.	6/6/2015 4:48 PM
15	no achievement required stay as I am	6/6/2015 10:10 AM
16	I honestly just hope to have a better understanding of the game as well as becoming more confident in my calls and my ability to ref	6/5/2015 10:58 PM
17	being the best referee I can be and observing players progress as athletes and people	6/5/2015 9:46 PM
18	Nationals level perhaps international.. Travel!	6/5/2015 6:35 PM
19	Better skill in making judgements, and help young players grow in the sport.	6/5/2015 6:16 PM
20	Be a lot more confident in rule interpretation and protocols.	6/5/2015 5:43 PM
21	Educate	6/5/2015 5:38 PM
22	To enjoy game, to help younger officials to achieve their dreams...	6/5/2015 3:18 PM
23	become a national official. Help teach others ball contact calls.	6/5/2015 2:57 PM
24	Improve my skills.	6/5/2015 1:54 PM
25	Continue to improve even though I am in my twilight years and passing on what I have learned to the newer generations of referees.	6/5/2015 1:41 PM
26	Referee more with up to date referees.	6/5/2015 1:08 PM
27	I just hope to continue being involved in the sport of volleyball as a referee. I would also like to upgrade to a provincial level certification.	6/5/2015 1:01 PM
28	Passing on my knowledge to other officials.	6/5/2015 1:01 PM
29	Regional level	6/5/2015 12:55 PM
30	Maybe move up to the next level, get evaluated to improve.	6/5/2015 12:51 PM
31	Progress to higher levels (Regional, National). And assist in the training and improvement of other officials.	6/3/2015 1:03 PM

OVA Officials Survey - May 2015

32	Continue to improve upon my skills Perhaps get certified to referee beach volleyball	6/3/2015 10:09 AM
33	Continue to demonstrate the value of fair play within the game.	6/3/2015 8:14 AM
34	I plan to become more involved in the volley community and continue to promote the game and sport toward a positive future.	6/2/2015 12:57 PM
35	I hope to be the best damn Local official in the area. I have no interest in becoming a provincial (I had my provincial qualifications twenty years ago) . I strive to promote the sport by officiating at times it is difficult as i mentioned earlier.	6/2/2015 12:41 PM
36	To continue to develop my refereeing skills to be considered a top level Regional Official. I have chosen not to upgrade to Level 4, but would like to always be improving my game.	6/2/2015 12:36 PM
37	To support the development of other referees.	6/2/2015 10:49 AM
38	Ref level	6/2/2015 8:19 AM
39	I want to improve my performance as a ref. I want to be calm and not be so nervous. This was my first year. I want my calls to become second nature, without hesitation.	6/2/2015 7:40 AM
40	just continue enjoying the position	6/2/2015 7:16 AM
41	to help young people become good refs	6/2/2015 5:15 AM
42	That I call fair games and encourage a respect for the game, its communities and folks who like to play.	6/1/2015 10:55 PM
43	Continue to enjoy the game	6/1/2015 10:16 PM
44	I would like to be able to officiate at a CCAA men's and women's championship. Also work national championships. I hope to refine my skills in order to teach others the fine art of officiating.	6/1/2015 8:20 PM
45	Become an even better effective official	6/1/2015 7:56 PM
46	Line judging at college, university, and provincial games.	6/1/2015 5:09 PM
47	because of my age (60yrs) I feel I my referring days are numbered, but I feel I would be a good candidate to help new refs learn the ropes.	6/1/2015 4:53 PM
48	My goal is to reach the international level of officiating. With various experiences in international competitions as a minor official, my goal is to be a major official in those same competitions.	6/1/2015 4:32 PM
49	More games	6/1/2015 4:26 PM
50	achieved all I am likely to	6/1/2015 3:26 PM
51	To ref at the Olympics.	6/1/2015 2:52 PM
52	To get the kids more involved in the sport and have more clinics.	6/1/2015 1:23 PM
53	my provincial level	6/1/2015 12:34 PM
54	as long as I enjoy I will continue possible a regional rf	6/1/2015 12:31 PM
55	Continue to do a competent job	6/1/2015 10:18 AM
56	Being scheduled to referee on the local level. Staying current. Being a fair and consistent referee.	6/1/2015 7:43 AM
57	I have played and coached for over 40 years. I have seen so many changes that I think I know what has been good and bad for the sport. I would like to be able to use my experience to be an advocate for the newest changes back to "no hands" on the first pass until Senior high at least. I have always used refereeing as a teaching tool and a social outlet. I will continue to do so as long as I can climb a ladder. It's in my blood!	5/31/2015 11:46 PM
58	Improve my skills. Do more higher level.	5/31/2015 5:36 PM
59	To get to the next level.	5/31/2015 4:07 PM
60	1) to stay involved in the game 2) to go from a local to a provincial official	5/31/2015 3:02 PM
61	There isn't really anything I hope to achieve in terms of improving my rating. I think my goal is to reasonably assess my abilities as an official and as long as I am regarded as a good, and fair official, I would like to continue to be involved in the game.	5/31/2015 2:51 PM
62	To have more games on higher level (Colleges and University)	5/29/2015 9:59 PM
63	I have the basic rules down -- I would like to be more confident when unusual things happen	5/29/2015 6:44 PM
64	To improve and become better and better official each and every match.	5/29/2015 2:57 PM

OVA Officials Survey - May 2015

65	1) improve my skill level 2) help train and develop local officials 3) continue travelling to events	5/29/2015 1:29 PM
66	I hope to achieve a "regional ref level in indoor and the Provincial or maybe National level in Beach.	5/29/2015 1:15 PM
67	I have been very fortunate to referee volleyball at its highest levels. I would like to continue to travel around North America and be involved with this wonderful sport.	5/29/2015 9:09 AM
68	continue to enjoy the challenge	5/28/2015 3:00 PM
69	I'm 68 and have refereed for about 20 years. I'm a Provincial ref and am happy with my status, but I enjoy going to new venues (Waterloo 2015 for the first time) and having discourse with other refs, as well as having feedback on my performance. As a lifelong learner I am always seeking self-improvement. I live in a small community, half way between Ottawa and Kingston and most of my refereeing is at the local high schools. Thankfully the Kingston area convenor (Tim Marrison) often calls me to do OVA tournaments and he and his other senior officials give me great feedback.	5/28/2015 2:39 PM
70	Nothing, already there	5/28/2015 12:53 PM
71	Ongoing improvement of the skills and understanding of what is expected of a volleyball referee.	5/28/2015 10:35 AM
72	Becoming a better referee.	5/28/2015 10:18 AM
73	Referee at least one more year for high school teams. Then re-evaluate the climate.	5/28/2015 9:12 AM
74	Excellence. Volleyball has been good to me as a referee for the past 55 years Thank You.	5/28/2015 7:31 AM
75	Make the game enjoyable for the participants.	5/28/2015 1:30 AM
76	reasonable income that reflects my effort and expertise	5/28/2015 1:25 AM
77	To become a provincial ref	5/27/2015 10:44 PM
78	Respect by my fellow officials. Ability to add to the development of the sport.	5/27/2015 9:29 PM
79	promote to higher level	5/27/2015 9:29 PM
80	Two continue to help the sport of refereeing to grow and see it fine tune itself . And to see the relationship between players and referee to become more unified in the game of volleyball. And for me to continue wright into my retirement years.	5/27/2015 8:55 PM
81	Better myself and give the Athletes the Officiating they deserve	5/27/2015 8:49 PM
82	To become very consistent with calls.	5/27/2015 8:46 PM
83	I want to become a better official tomorrow than I am today. To achieve this I would want the OVA to consider having officials be allowed to attend coaching clinics to audit the clinic at a modified cost. Officials need to understand what the coaches are learning and vice-versa.	5/27/2015 8:43 PM
84	Consistency and longevity. A reputation for being fair and effective / accurate.	5/27/2015 8:22 PM
85	recognition from fellow officials, coaches, and players as a competent official	5/27/2015 8:13 PM
86	Hope to move onto the Provincial Level. Contribute more to OVA local tournaments. Contribute to the success of the Pan Am Games as a line judge.	5/27/2015 8:03 PM
87	It would be great if we could assist in promoting the game and development of the young athletes	5/27/2015 7:45 PM
88	I hope to achieve a more consistent game when refereeing. I would like to continue to challenge myself as a referee and achieve a Regional level badge. I would also like to grow in the psychological aspects of the game as it is an essential part of a well managed match.	5/27/2015 7:19 PM
89	Continue to enjoy my time as a referee and give back to the game.	5/27/2015 6:59 PM
90	To supplement my pension	5/27/2015 6:57 PM
91	just what I do now	5/27/2015 6:47 PM
92	get better	5/27/2015 6:36 PM
93	I would love to be a Regional referee	5/27/2015 6:26 PM
94	Help the next generations to understand and enjoy the sport.	5/27/2015 5:41 PM
95	to be able to call a match where both the coaches and athletes are happy with the way the game was officiated	5/27/2015 5:35 PM
96	Continue reffing high school league and tournament matches, branch into OVA reffing more, possibly move up to being a provincial ref. I would love to be the local convener one day.	5/27/2015 5:08 PM

OVA Officials Survey - May 2015

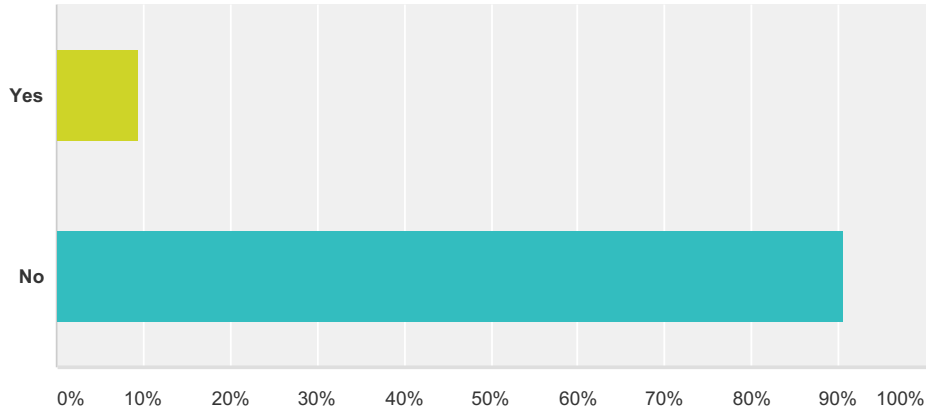
97	Upgrade to national ref	5/27/2015 4:58 PM
98	To see the Provincial Officials Committee and the Regional Officials Committee function as outlined in our guidelines and to reach my 50th year as an official (only a few more to go.)	5/27/2015 4:52 PM
99	To better my understanding of the rules for the level of play	5/27/2015 4:44 PM
100	I am satisfied to remain qualified at the Provincial level. I get all the work I need, and have chances to referee high quality high school and OVA matches, as well as being a minor official at higher levels. I will part of the minor officiating crew at the Pan Am games. Who could ask for more? If I were younger, I might want to pursue higher levels of qualification.	5/27/2015 4:25 PM
101	Get better	5/27/2015 3:56 PM
102	Possibly improve to the regional or provincial level.	5/27/2015 3:38 PM
103	Was originally headed to the Regional program but decided against it due to the amount of time required, the travel, and the cost. Will stay a Provincial.	5/27/2015 3:20 PM
104	Getting better through experience; Achieving better consistency with ball handling; Better better proficiency in scoring.	5/27/2015 2:57 PM
105	Higher proficiency leading to beyond local official status. Greater comfort with handling difficult players and coaches.	5/27/2015 2:55 PM
106	I would like to continue improving as an official. I would like to officiate at the international level.	5/27/2015 2:38 PM
107	To go as far as I can while gaining knowledge and advice from senior officials	5/27/2015 1:48 PM
108	Officiating more OVA events.	5/27/2015 1:44 PM
109	Passing my knowledge and experience onto referees early in their career. Would like to get back to refereeing at the Canadian Championship level	5/27/2015 1:22 PM
110	Become more confident with my refereeing skills.	5/27/2015 1:13 PM
111	Continue Development Opportunity for higher level Contribution back to the community	5/27/2015 1:07 PM
112	Is like to eventually get my regional level badge and do nationals some day. Other than that I am happy just being a referee	5/27/2015 1:06 PM
113	I would like to work towards my Provincial badge eventually	5/27/2015 1:03 PM
114	To work as many matches as possible each season and to be consistent with my calls.	5/27/2015 12:59 PM
115	Increase my levels and eventually officiate at the university level	5/27/2015 12:57 PM
116	More experience in higher levels of competition	5/27/2015 12:46 PM
117	The opportunity to get better, both on my own and from feedback (fellow officials, players/coaches, evaluations, clinics).	5/27/2015 12:39 PM
118	I plan on investing more time into the laws and interpretation of the laws to give the teams the best official possible for their match	5/27/2015 12:32 PM
119	Regional indoor badge	5/27/2015 12:23 PM
120	To maintain a level of competency that allows me to ensure that the athletes get the fairest shake possible during a match. Not only do I have to know the rule book inside and out, but, just as importantly, administer the rules correctly.	5/27/2015 12:08 PM
121	I hope to continue to increase my abilities as well as progress with my qualifications.	5/27/2015 11:54 AM
122	A higher level of ability to officiate higher level matches, increased knowledge of rules and interpretation. Ability to supervise and mentor newer officials in the future. Ability to be an instructor at local clinics.	5/27/2015 11:49 AM
123	Continue to work at consistency in my game from a Provincial perspective. I will commit more time to travelling to other Regions to strengthen that consistent approach.	5/27/2015 11:47 AM
124	I do not have any goals to advance my volleyball refereeing level, due to being busy with coaching and still actively playing.	5/27/2015 11:40 AM
125	Be part of the Canadian referee team.	5/27/2015 11:24 AM
126	Just keep helping out. I am near the end of my career.	5/27/2015 11:23 AM
127	I ref because i enjoy the sport if it takes me somewhere so be it if not im ok with local refing	5/27/2015 11:14 AM
128	would like to become involved in the training of officials	5/27/2015 11:03 AM

OVA Officials Survey - May 2015

129	National patch	5/27/2015 11:01 AM
130	I hope to achieve a level of expertise that will allow me to referee higher levels of volleyball.	5/27/2015 10:55 AM
131	Continued enjoyment and involvement in the sport I have played and watched all my life. Improvement as an official. Continue to encourage and teach youth in the sport	5/27/2015 10:55 AM
132	Enjoy working with youth volleyball. Nice to see them progress as the season goes along. Also, assist newer officials when they are officiating.	5/27/2015 10:49 AM
133	Stay consistent in calling the game.	5/27/2015 10:42 AM
134	1. Continue to officiate and improve my skills.	5/27/2015 10:37 AM
135	1. Continue to maintain my reputation as one of the top officials 2. Secondary employment during retirement	5/27/2015 10:36 AM
136	I recently received my L3 Regional badge. I would like to pursue my National badge.	5/27/2015 10:33 AM
137	Continue to challenge myself and connect with people. Continue to help less experienced officials grow and develop both personally and professionally.	5/27/2015 10:29 AM
138	To continue to improve as an official and possibly move up a level in both beach and indoor.	5/27/2015 10:24 AM
139	Continue to enjoy the involvement in the sport and progress to a Level 2 official.	5/27/2015 10:18 AM
140	I would like to climb as high as I can. I'll be 38 this year though and I think I will be restricted by my age. I plan to enter the regional program as soon as I can.	5/27/2015 10:16 AM
141	Help develop high school players to enjoy the game.	5/27/2015 10:09 AM
142	I hope to be able to maintain contact with the sport and provide a service that will allow volleyball to grow as a sport in Ontario and Canada. I would like to continue on the path of development and eventually ref at higher levels and in the US.	5/27/2015 10:06 AM
143	More experienced referees need mentors	5/27/2015 10:06 AM
144	I have NO ambition to advance in the system or do more than I am now.	5/27/2015 10:02 AM
145	Nomination to become an International Beach Volleyball Official. Nomination to become a National Indoor Official. Continuing to mentor officials in Beach Volleyball and Indoor. Become more of an ambassador of the sport.	5/27/2015 10:00 AM
146	I would have liked to referee more tournaments, but the coordinator in Region 3 changed and I was not contacted once throughout the season by the new coordinator, I do not even know his name. I was only called once when they had no referees for a local tournament in Oakville on.	5/27/2015 9:59 AM
147	I would like to improve my officiating skills, and am hoping to obtain my provincial badge in the near future.	5/27/2015 9:57 AM
148	Continued learning Advanced understanding and interpretation of the rules of the game	5/27/2015 9:54 AM
149	Regional level	5/27/2015 9:48 AM
150	Be part of more national and international events.	5/27/2015 9:41 AM
151	Continuing to referee college and university matches, and OVA assignments.	5/27/2015 9:38 AM
152	Work on improving on my weaknesses and eventually work at OVA events and Ontario Championships	5/27/2015 9:38 AM
153	I hope to enter the level 4 upgrade program soon, and complete it before I finish university.	5/27/2015 9:37 AM
154	Continue refereeing and maybe consider upgrading once my kids have move on past OVA competition	5/27/2015 9:36 AM
155	I both a local beach and local indoor official. 2014/2015 was my first year for both I don't at this point aspire to ref at a higher level. Just looking to continue to improve and become, against my own high standatds, one of the bettr nore consistent officials at my level	5/27/2015 9:35 AM
156	I would like to move up a level this year and hope to be a reginal referee some day.	5/27/2015 9:28 AM
157	Try and educate people on how to treat refs in all sports	5/27/2015 9:23 AM
158	I hope to rise my level higer	5/27/2015 9:22 AM
159	Continue enjoying it while watching kids develop	5/27/2015 9:22 AM
160	Opportunity to officiate the best volleyball in the country.	5/27/2015 9:21 AM
161	I just enjoy doing high school and grade 7/8 levels.	5/27/2015 9:21 AM

Q7 Are you an assignor of volleyball referees for Ontario Volleyball Association competitions?

Answered: 172 Skipped: 10



Answer Choices	Responses
Yes	9.30% 16
No	90.70% 156
Total	172

Q8 What are the biggest issues in assigning referees?

Answered: 16 Skipped: 166

#	Responses	Date
1	Coaches and players who may have issues with certain refs.	6/11/2015 10:53 PM
2	People don't take is seriously enough. They cancel out frequently, which means there are changes all the time.. People for some reason, don't read emails properly, and don't answer properly..	6/11/2015 8:45 AM
3	Distance travelled Ref Competency & experiance for level of play	6/10/2015 9:52 PM
4	Distrust from referees who second-guess assignments.	6/10/2015 8:50 PM
5	Lack of available/interested referees in my area for OVA competition. Many just referee high school and do not register/have interest in refereeing OVA tournaments or lining OUA/OCAA. We assignors are constantly borrowing from each other to fill spots and this becomes especially difficult when new tournaments are added at the last minute. It's not easy to find strong officials for high-level competitions.	6/8/2015 8:16 AM
6	The major issue is balancing the quality of matches for each official. Also, assigning the right official to the right matches.	6/2/2015 4:56 PM
7	the commitment from my refs or the last minute tournament from ova	6/2/2015 5:18 AM
8	assigning officials with minimal notice when tournaments are confirmed until a week in advance and ensuring that we have a variety of tournaments at various levels to give all levels of officials an opportunity to participate at this level.	6/1/2015 4:37 PM
9	1) availability	5/29/2015 1:30 PM
10	Finding appropriate abilities for the level of competition.	5/27/2015 9:33 PM
11	it is most frustrating trying to get officials for a last minute tournament that is scheduled a few days before the date of the tournament	5/27/2015 5:39 PM
12	receiving schedules in a timely manner last minute schedule changes	5/27/2015 4:59 PM
13	Making sure officials recieve equal amount of matches. Look at totals this year in region 3	5/27/2015 11:06 AM
14	Conflicts with High School and OUA/OCAA to have competent officials for the age division.	5/27/2015 10:44 AM
15	Officials who are more concerned about themselves than the competition. They want to work 6 in a row and go home. They don't care that by match 4 they are doing a terrible job and it is affecting the athletes.	5/27/2015 10:34 AM
16	Getting people to commit to officiating the entire day. There is too many matches at all levels and often feel that they have already officiated 5 nights that week, so they do not want to ref all day Saturday.	5/27/2015 9:24 AM

Q9 Why do people not accept or turn back assignments?

Answered: 16 Skipped: 166

#	Responses	Date
1	Prior commitments and/or illnesses.	6/11/2015 10:53 PM
2	People turn back assignments, because it is too long of a day, or to far to travel, and the OVA pays really poor mileage, Not worth the trip..	6/11/2015 8:45 AM
3	Lack of time Too much travel Some of us also coach	6/10/2015 9:52 PM
4	Not available (referees were not clear in providing availability).	6/10/2015 8:50 PM
5	They are busy and unavailable, often refereeing somewhere else.	6/8/2015 8:16 AM
6	They do not accept or turn back assignments: they don't like the match assigned, don't like their partner, prior commitment, doing an OVA tournament cause they have a single match or because they make more money doing another tournament.	6/2/2015 4:56 PM
7	because you did not talk to them first. every one has a life	6/2/2015 5:18 AM
8	previous engagements, some have said the level was not high enough for them, wanted time off	6/1/2015 4:37 PM
9	1) working regular job	5/29/2015 1:30 PM
10	Main reason is too short notice when hosts are found at the last minute. Some areas are overloaded with tournaments on the same day.	5/27/2015 9:33 PM
11	sickness or family comittments	5/27/2015 5:39 PM
12	distance to venue(mileage policy) Younger officials will turn back assignments if they can pick up an extra shift at their part time job because they will get paid sooner.	5/27/2015 4:59 PM
13	Work commitment	5/27/2015 11:06 AM
14	Didn't expect an assignment and didn't mark as busy.	5/27/2015 10:44 AM
15	Inconvenient event. Life happens. Don't actually like officiating that type of event.	5/27/2015 10:34 AM
16	Length of the day. Doing 8 or 9 matches in a day is exhausting. Amount of matches already done that week. Family commitments	5/27/2015 9:24 AM

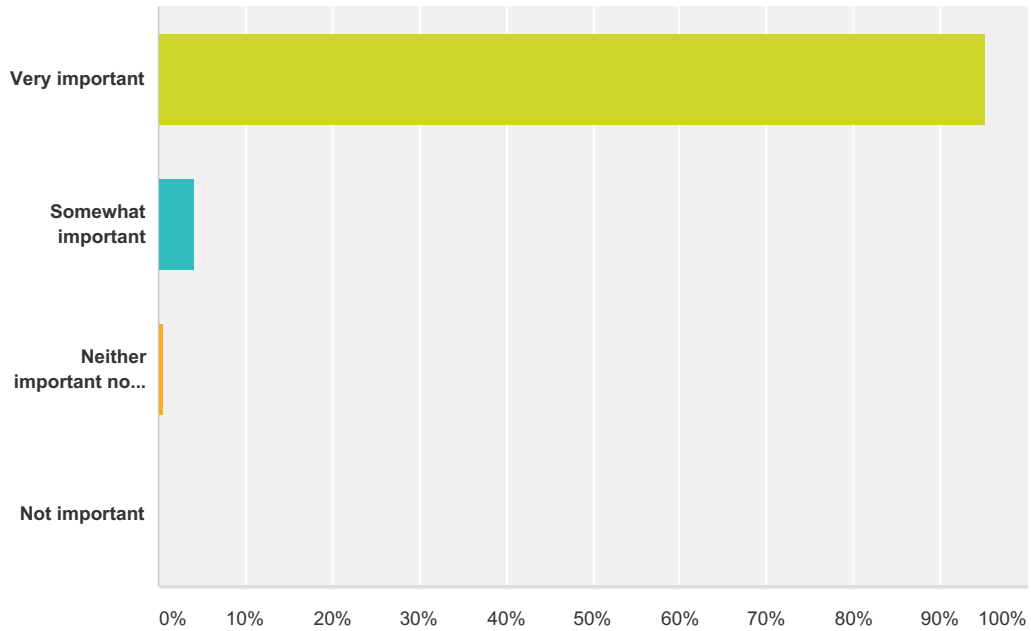
Q10 What are the qualities that you require of a referee to assign them to a competition?

Answered: 16 Skipped: 166

#	Responses	Date
1	Confidence Strong knowledge of game	6/11/2015 10:53 PM
2	I tell my people that I need them to commit to their assignments. People that are available, and keep their commitments, are likely going to get first choice at future assignments.. We want people to listen and learn , to feedback, so they can improve their game. You need to respect the dress code.	6/11/2015 8:45 AM
3	Competence Confidence Consistency Punctuality	6/10/2015 9:52 PM
4	Reliability and sufficient knowledge of the game.	6/10/2015 8:50 PM
5	1) Warm body with a whistle 2) Hopefully they're qualified/comfortable on the level they are assigned to	6/8/2015 8:16 AM
6	Qualified to do the match assigned, competent, good knowledge of the rules for the competition being assigned. They must have a good demeanor and professional in appearance and also how they interpret the rules to coaches and players alike. Also, I look at the age group to determine if said official will help enhance the sport and participants.	6/2/2015 4:56 PM
7	reliability and commitment	6/2/2015 5:18 AM
8	professionalism, are they going to show up on time, are they going to conduct themselves appropriately, are they confident, are they looking to improve, are they strong enough to handle the level of play.	6/1/2015 4:37 PM
9	1) reliable 2) dependable 3) enthusiastic 4) competent	5/29/2015 1:30 PM
10	Knowledge Conduct Fairness	5/27/2015 9:33 PM
11	-they have to be experienced and able to handle the pressures of a particular age group , once they have good experiences at a younger age group, I will move them up to a higher level	5/27/2015 5:39 PM
12	Punctuality, reliability, capability for the level of play. a positive attitude towards players and coaches	5/27/2015 4:59 PM
13	Senior officials and also being able to handle hire level matches.	5/27/2015 11:06 AM
14	Knowledge of rules Able to handle the speed of the division.	5/27/2015 10:44 AM
15	Flexibility, reliability. Willingness to work hard and improve as a referee. Know the rules better, understand the game better. Willingness to change as rules, protocols and procedures change.	5/27/2015 10:34 AM
16	Know the rules. Reliable (ie. know they will show up)	5/27/2015 9:24 AM

Q11 How important is it that volleyball referees continue to improve or widen their knowledge of the sport and the rules of the game?

Answered: 169 Skipped: 13



Answer Choices	Responses	Count
Very important	95.27%	161
Somewhat important	4.14%	7
Neither important nor not important	0.59%	1
Not important	0.00%	0
Total		169

Q12 What is the benefit of continued training and/or learning and development for referees?

Answered: 162 Skipped: 20

#	Responses	Date
1	Create an atmosphere of continued learning, and understanding of the need to learn (not knowing everything) Better prepared for unexpected or unique circumstances Better understanding of the spirit rather than the letter of the law (rule)	6/19/2015 11:42 AM
2	To improve the game by creating opportunities to increase skills and speed. To increase knowledge To provide opportunities for many people.	6/18/2015 9:22 AM
3	confidence of officials consistent performance of officials	6/14/2015 4:51 PM
4	As the rules change so do the requirements of understanding why and how it is meant to affect the game. Also officials need to recognize the tactics being used by coaches a respond to the with anticipation if their next move.	6/13/2015 5:16 PM
5	When aspects of the game change, then referees will be aware.	6/11/2015 10:54 PM
6	Just as players and coaches continue to try to improve their craft, so should we.	6/11/2015 10:44 AM
7	It is very important. We need to continually learn what is going on in the game. It changes a bit almost yearly, and if you are not keeping up with the changes, you end up making a lot of errors, because you are not current. There are always a bit of change, in how we ref the game. Also, game protocol, for some reason changes way too much.. Sometimes, protocol changes, in OUA or OCAA, in mid-season..??	6/11/2015 8:48 AM
8	The game changes. Play gets better. An official must keep up and improve along with the game.	6/11/2015 4:45 AM
9	The game is constantly changing and adapting and to remain valid we need to as well	6/10/2015 9:53 PM
10	Confidence. If someone can see they are making the same calls or manage a game in the same way, it helps your confidence.	6/8/2015 9:32 AM
11	Stay current with the rules, improve their game, ensure consistency in application of rules and sanctions, and quality of service. It also demonstrates that they are involved for the right reasons - to ensure a fair and equitable game for participants, not just to make a buck the easiest way possible.	6/8/2015 8:18 AM
12	Confidence for all officials. Able to give feedback to other officials. Consistency of all officials.	6/6/2015 8:06 PM
13	You can't stop learning because the game is always evolving. Development programs may allow you to find officials that are very good but not aware of the pool of games available to them.	6/6/2015 7:41 PM
14	It is always important to continue training in order to make the best calls and decisions during matches. as most games are by yourself, the training gives us the chance to learn from instructor and each other.	6/6/2015 4:52 PM
15	to provide the best service possible	6/6/2015 10:12 AM
16	A benefit is that you will become more confident with your calls if you've had more practice and you've become comfortable with all of the rules	6/5/2015 11:00 PM
17	Being stagnant means taking a step backward. I look forward to learning and improving	6/5/2015 9:47 PM
18	Always getting better!	6/5/2015 6:36 PM
19	More support and an increased network increases confidence and eagerness to continue refereeing.	6/5/2015 6:17 PM
20	To be more confident with the rules and applying them properly.	6/5/2015 5:45 PM
21	Better referees	6/5/2015 5:38 PM
22	They will be stronger on the stand, have a better confidence, do everything by rules, so many things	6/5/2015 3:20 PM
23	consistency - there should be basic videos made of ball handling situations so that young officials who have never played the game have a basic understanding of ball handling	6/5/2015 2:58 PM
24	You get better	6/5/2015 1:54 PM

OVA Officials Survey - May 2015

25	This is the only way we can maintain the level of volleyball and help it improve as it has been doing steadily. Also continued training & development helps the next generations build confidence and cope with the volatility of the coaches.	6/5/2015 1:43 PM
26	Obvious. We need consistent officiating across the province.	6/5/2015 1:09 PM
27	Better consistency of refereeing throughout the province	6/5/2015 1:04 PM
28	As the game continues to change, as all sports do over time, it is important for referees to continually be trained, and learning about how the game is played. This will allow referees to make better calls while officiating, and have a deeper knowledge of the sport which will help them in game control, and decision making.	6/5/2015 1:02 PM
29	consistency, increased knowledge, positive feedback	6/5/2015 12:57 PM
30	CONSISTENCY and better volleyball for all involved. Stronger core of officials who are able to share their knowledge and become new leaders.	6/5/2015 12:54 PM
31	Improving consistency, which provides a better venue for the athletes.	6/3/2015 1:04 PM
32	I believe that as I continue to be a better referee - the games that I ref will be more enjoyable for all players/coaches involved in those games. The more training I have and better understanding of the game I acquire the more confident as a referee I become	6/3/2015 10:36 AM
33	it allows you to make "proper calls", and shows players and coaches this fact.	6/3/2015 8:16 AM
34	The benefit of better training is that it give you more confidence everytime you officiate. It help you train and or mentor new and upcoming officials. It keeps you up to date on the rule and protocal changes in this highly evolving sport.	6/2/2015 5:00 PM
35	Continued training and learning will only help improve new referees and older referees by refreshing the rules and dealing with ambiguities. It helps create a uniform and clear cut understanding amongst other officials on the varying rules and how they are to be interpreted	6/2/2015 12:59 PM
36	A lot of my concerns would be addressed if there was more training available in my area.	6/2/2015 12:42 PM
37	Huge benefits. We have more confident and competent officials on the stand; they call better matches and hold players and coaches accountable, making volleyball better all around, and more enjoyable for everyone.	6/2/2015 12:38 PM
38	1. Confidence 2. Improved service to the teams, players and coaches 3. Ability to perform at a higher level 4. Improved retention 5. Improved respect 6. Improved knowledge of the rules 7. Improved ability to communicate 8. That the OVA is seen as a leader in referee development 9. The reduction in complaints to the OVA	6/2/2015 10:51 AM
39	Fair play and consistent expectations.	6/2/2015 8:20 AM
40	Self-improvement and a higher quality of officiating.	6/2/2015 7:42 AM
41	keep up to date on rule changes and to ensure that we're consistent in what we do	6/2/2015 7:17 AM
42	very important. the problem is that the only refs that get the opportunity is the one in the larger cities where they could get evaluated more often or at least get some coaching from senior refs. again it comes down to time and money life get in the way	6/2/2015 5:26 AM
43	Immense.	6/1/2015 10:55 PM
44	It is important to be able to speak with others in an open forum to share knowledge	6/1/2015 10:18 PM
45	They become more confident in how to officiate all different levels of the game	6/1/2015 7:57 PM
46	So many details, rule changes, and info you might have forgotten or over-looked. The mini online quizzes are an awesome tool to keep officials in the know, and when wrong, being given the correct answer with a description (reasoning) is very beneficial.	6/1/2015 5:13 PM
47	every ref should always be trying to improve, either on the court or dealing with players'/coaches attitudes	6/1/2015 4:55 PM
48	allows for consistency across the board, help referees gain self confidence and take them out of their comfort zone as well to improve on situations the next time they see that situation. Some of the best learning is similar to Nationals where a younger official is paired as R1 and R2 with a senior official.	6/1/2015 4:39 PM
49	Knowledge of the rules and how to apply them	6/1/2015 4:26 PM
50	a) The more qualify people we have to ref the game, the less pressure it is on everybody (i.e. coverage of high profile matches). b) Standardizing calls being made during matches. c) provide interest for refs who wish to improve / advance and avoid stagnation and disinterest.	6/1/2015 2:58 PM
51	Confidence Experience Exposure to higher level of competition	6/1/2015 2:29 PM

OVA Officials Survey - May 2015

52	-continued training sharpens skills and creates a collegiality where you get to share feelings and ideas, situations with other referees. Improves confidence and morale. -many rules are not clear cut and must be constantly discussed as to the current interpretation, i.e. held ball, length of a tip,	6/1/2015 1:44 PM
53	To allow teams to play fair and good volleyball. To have the respect of the coaches and players. To ensure the players get a fair chance of all play.	6/1/2015 1:25 PM
54	Better, more confident, and more competent refs.	6/1/2015 1:20 PM
55	better understanding of rule changes	6/1/2015 12:35 PM
56	knowledge no second guessing more professional	6/1/2015 12:31 PM
57	Helps them stay up to date and informed.	6/1/2015 7:44 AM
58	Confidence and learning the ups and downs that all referees endure. Like group therapy. We all learn from each other.	5/31/2015 11:50 PM
59	It make you a better more confident official.	5/31/2015 5:36 PM
60	improve your own skills, gives you credibility	5/31/2015 4:08 PM
61	1) to be able to manage a match properly without issue from coaches and players, 2) to make the competition totally between the teams and not have the match results impacted by the official.	5/31/2015 3:05 PM
62	to remain current with the rule changes, and the interpretation of the rules. I find it helpful to sit with other officials and discuss the application of the rules, and to learn their game management strategies and techniques. I like to watch our senior officials officiate matches. It helps me to assess my own game management skills, and level of ball handling assessments.	5/31/2015 2:54 PM
63	There is more benefits: 1. Officials will be more confident on stand, 2. Coaches and players will have more confidence in officiating 3. It will be much easier for younger officials to achieve next level in short period of time	5/29/2015 10:01 PM
64	Better referees -- but only if training is done by competent people.	5/29/2015 6:45 PM
65	The benefit for that would be having referee have the same consistency by having more training and development.	5/29/2015 2:58 PM
66	1) stay sharp 2) knowledge of the game is important if questioned by players and coaches	5/29/2015 1:30 PM
67	Different interpretations and consistency. That is what I hear most from coaches. Calling consistently and fair. Love the mentoring and feedback I get at Tournies. Not enough done at regular OVA tournies. Only seem to get at major events like OC's. Bottom line, more post mortems.	5/29/2015 1:20 PM
68	You are always learning, in the arena of competition, discussions with fellow officials or professional development. All are essential to becoming a better official.	5/29/2015 9:14 AM
69	extremely important that all vb refs receive the same training	5/28/2015 3:01 PM
70	Better refereeing improves the play. Inefficient refereeing adds nothing to the quality or expectations of the game. If you don't know the rules or how to apply them, it shows, and coaches are critical enough without giving them more ammunition.	5/28/2015 2:44 PM
71	So that we as referees strive to be consistent across Ontario	5/28/2015 12:54 PM
72	Rules change, interpretation of rules change, the skill and ability of the athletes change, the knowledge coaches have grows and in general the game is always evolving. Failure to grow along with this can be a real barrier for an officials development and acceptance by the participants.	5/28/2015 10:39 AM
73	You should become a better official.	5/28/2015 10:19 AM
74	Keep good and current updates on your website. I count on this at the beginning of each season. I do not see many other referees to confer with.	5/28/2015 9:14 AM
75	Knowledge and perfection.	5/28/2015 7:32 AM
76	The same as for anything. When you cease to learn, you become dull and complacent.	5/28/2015 1:31 AM
77	consistency of officials refereeing the game the same way	5/28/2015 1:27 AM
78	Keeps you on the ball.	5/27/2015 10:45 PM
79	Volleyball is constantly changing. Officials need to keep up in order to be beneficial to the sport.	5/27/2015 9:34 PM
80	keep up knowledge/skill with rules and rules updates/changes.	5/27/2015 9:32 PM

OVA Officials Survey - May 2015

81	I was just in Toronto last Friday it took me 3.5 hours to get there. I found it very interesting and informative for me to know all the new rules and the testing that we did as a group was good learning experience. With all this information you pass it on to all the players and fans so that everybody is in tune with game of volleyball. And with what we learn we can pass on to the up and comers to referee also.	5/27/2015 9:05 PM
82	The Athletes and Coaches will gain respect for the Officials and see that the game is improving on all levels	5/27/2015 8:55 PM
83	At some point we should aim to have the world's best volleyball officials. Continuous improvement through the newly implemented on-line tests and possibly creating on-line video scenarios of various rules will encourage the development of referees in a non-threatening environment.	5/27/2015 8:47 PM
84	Helps to have consistent calls and awareness of changes.	5/27/2015 8:47 PM
85	When I get more training, or even an opportunity to discuss situations with other referees, I feel more capable, and more likely to respond at a higher level the next time a similar situation occurs. (2) With rule changes, there can be new interpretations or compliance standards; it makes it easier to keep up with them if you are staying in contact with other referees. (3) It seems like there are a number of conventions for match protocol and, for example, completing score sheets, that are occasionally changing, but not always specified in the rule book. To stay up to date, I need to be seeing other referees.	5/27/2015 8:30 PM
86	to remain on top of the game, including rules, and application of rules	5/27/2015 8:14 PM
87	Continuous learning and exposure to different situation helps maturity level.	5/27/2015 8:05 PM
88	You can not possibly be a GOOD official if you are not up to date with the athletes and the coaches	5/27/2015 7:46 PM
89	As a referee I feel we can never know it all! The game is evolving constantly and we need to evolve as a referee along with the game. Continued training, learning and development comes in all shapes and sizes. Even at the top of our game there is still room to develop and learn, for example when mentoring or supporting a younger referee, when promoting our sport or when simply branching out into another of area of volleyball (beach, sitting). If all OVA referees continued to train/learn and develop in a manner consistent throughout the province everyone from players to coaches to parents alike would benefit.	5/27/2015 7:29 PM
90	Rules change and for those who wish to get to the next level, it is important to learn how to be good at that level	5/27/2015 6:59 PM
91	Maintain the game at it's highest level.	5/27/2015 6:59 PM
92	just keep getting better	5/27/2015 6:47 PM
93	gain confidence	5/27/2015 6:37 PM
94	Positif relationships with players and caoches. Athlete developpement. Personnal leadership.	5/27/2015 5:43 PM
95	the benefits include: - a higher level of professionalism maintained by the group as a whole - a higher level of trust between the teams and the reffing organization which allows the offiails to work with the coaches to bring the best out of the athletes on the floor	5/27/2015 5:41 PM
96	More accurate calls, better ability to explain rules to players and coaches, more confidence. Better opportunities to ref higher caliber volleyball.	5/27/2015 5:14 PM
97	Confidence which is apparent in the way the referee handles the match. I want every referee to enter a tournament with a "quiet confidence" which will enable the referee to project a professional image at all times.	5/27/2015 5:02 PM
98	More consistency	5/27/2015 4:59 PM
99	A better balance of level of play	5/27/2015 4:46 PM
100	Rules are always changing. Even within existing rules, there are often unusual situations that arise. It is always useful to discuss the game with other officials to improve your understanding, fix mistakes you may have made, and be prepared for future events. Learning how other referees handle sanctions and deal with difficult players and coaches helps give you suggestions for your own approach.	5/27/2015 4:29 PM
101	Keep professional development - skill level on pace with the changing of the game. Commitment to yourself as a professional and the players you officiate.	5/27/2015 4:16 PM
102	Better and more cofidant	5/27/2015 3:57 PM
103	Allows for increased and shared experiences that can be applied to future officiating.	5/27/2015 3:40 PM
104	- to stay abreast of the game itself and the changes that may be approaching	5/27/2015 3:21 PM
105	Achieving consistency, fairness and contributing to positive environment and enjoyment for participants (players, coaches, fans, etc..	5/27/2015 2:59 PM

OVA Officials Survey - May 2015

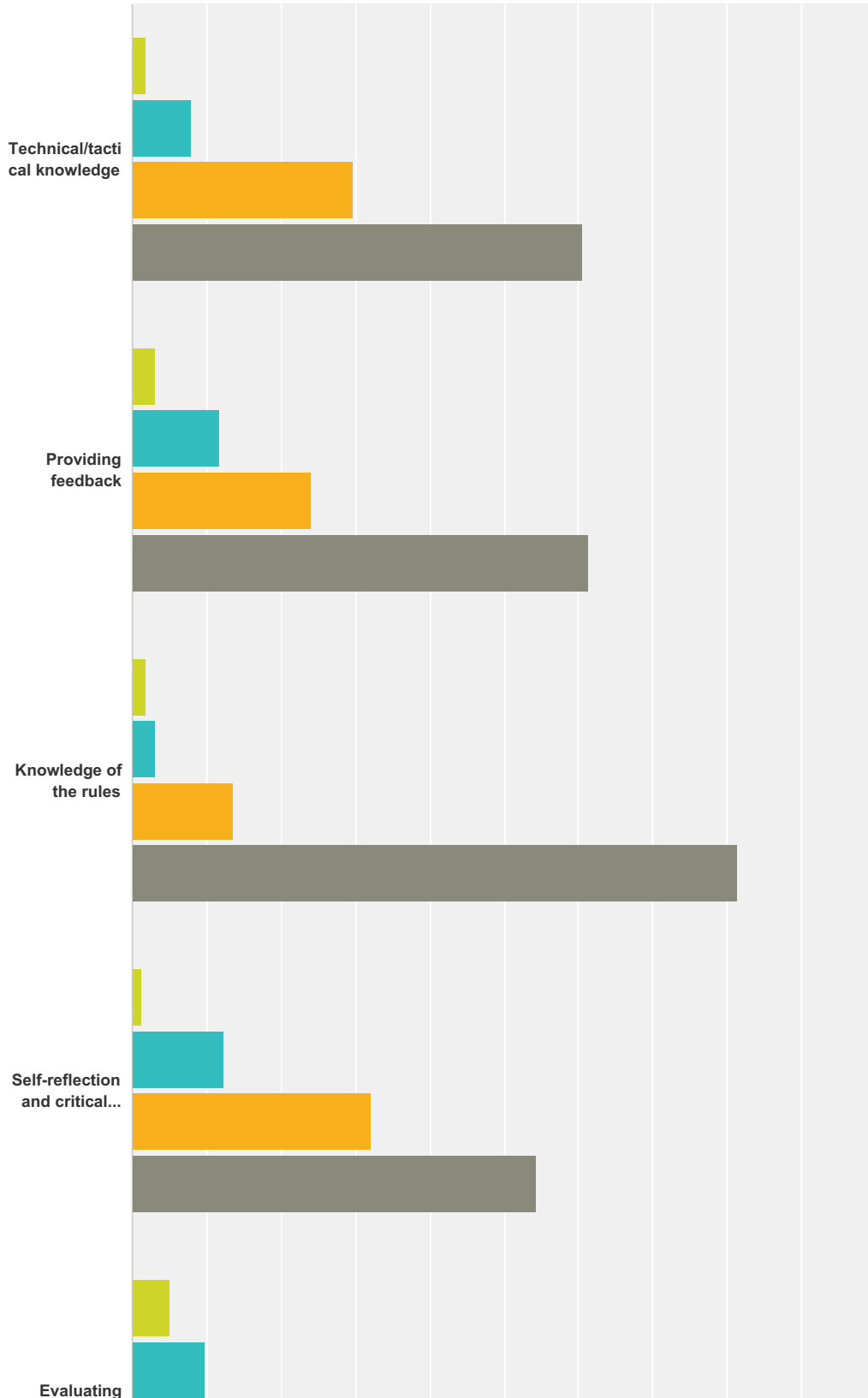
106	Greater confidence in doing their job and therefore a more positive experience for everyone involved. Opportunities for advancement in some regions.	5/27/2015 2:58 PM
107	Everyone should want to improve in all areas of life/work. Receiving training and development will add to an officials confidence and competence on the stand and will therefore lead to a more enjoyable experience.	5/27/2015 2:39 PM
108	Knowledge of how to do the scoresheet and gaining experience	5/27/2015 1:49 PM
109	Benefit is to become a more consistent official.	5/27/2015 1:45 PM
110	In my role as a financial planner because I have both my CFP and my CLU designations, I am required to document and attend 30 hours of Continuing Education (CE) each year. I think we need to somehow come up with a plan of a minimum of 2 to 3 hours at a minimum of CE for each official each year	5/27/2015 1:24 PM
111	Consistency. Confidence.	5/27/2015 1:14 PM
112	more experience and better understanding of the game	5/27/2015 1:12 PM
113	At any level, you are only as good as your last match. This is particularly true as you move up and rank and the level of difficulty of the match. At the high level matches, you will truly get to see just what kind of person you are made of when you are in the middle of the battle.	5/27/2015 1:11 PM
114	Gets all refs on the same level so there is no confusion for players and we get to enforce a fair game	5/27/2015 1:07 PM
115	It would enable referees to stay on top of their game. Usually we are officiating alone with no feedback on the matches, which over time can lead to bad habits. Continued development could improve that.	5/27/2015 1:04 PM
116	Stay consistent with rule interpretations, share information with fellow refs to facilitate this consistency.	5/27/2015 1:03 PM
117	To keep updated on new rules and coaching philosophies .	5/27/2015 12:50 PM
118	A higher standard on the floor. Better refs also make younger refs set their standards higher.	5/27/2015 12:39 PM
119	Happier teams	5/27/2015 12:33 PM
120	Gain confidence on the stand and feel supported by superiors.	5/27/2015 12:23 PM
121	It is so important even to sit and talk and ask questions of senior officials and get their feedback. I am so lucky to have these senior people in my area who are willing always to help.	5/27/2015 12:11 PM
122	It allows the referees to keep up with rule changes and stay of top of and maintain their abilities	5/27/2015 11:56 AM
123	As the game evolves at its technical and tactical level ... so too must its officials. Athletes are much more athletic and more highly trained, as are their coaches, now then even 10 years ago. Official's skills and awareness of rules and their applications must stay with development that is taking place within the game.	5/27/2015 11:51 AM
124	Higher quality of officials, province/nation-wide agreement in rule interpretation/application, increased team-work and collaboration amongst officials as they discuss situations, decreased perception of "old-boys-club" mentality as new and developing officials are welcomed and encouraged.	5/27/2015 11:51 AM
125	Makes it much easier to referee because you know what you're looking for. Also, it makes it easier to defend your decisions at any given time.	5/27/2015 11:41 AM
126	To be more efficient and to harmonize all referees to be perform at their best level possible.	5/27/2015 11:27 AM
127	Stay sharp.	5/27/2015 11:23 AM
128	Try to get more consistent from referee to referee	5/27/2015 11:15 AM
129	To reach a level of consistency.	5/27/2015 11:08 AM
130	It will help officials stay on same page	5/27/2015 11:07 AM
131	staying current with rules and interpretations is the key to being a part of the volleyball game	5/27/2015 11:04 AM
132	The better your knowledge the more confident the official which means a better game for the players.	5/27/2015 10:57 AM
133	I feel that as you learn more and improve in your skills there is a continued development of confidence!	5/27/2015 10:56 AM
134	I believe that all volleyball officials should write an exam every year like they do in all other sports.	5/27/2015 10:51 AM
135	RulesR forces them to attempt to know the rules. Clinics would be nice but too time consuming and officials are reluctant to travel a significant distance.	5/27/2015 10:45 AM
136	Getting feedback on real game situations in order to have a consistency accross all referees.	5/27/2015 10:38 AM

OVA Officials Survey - May 2015

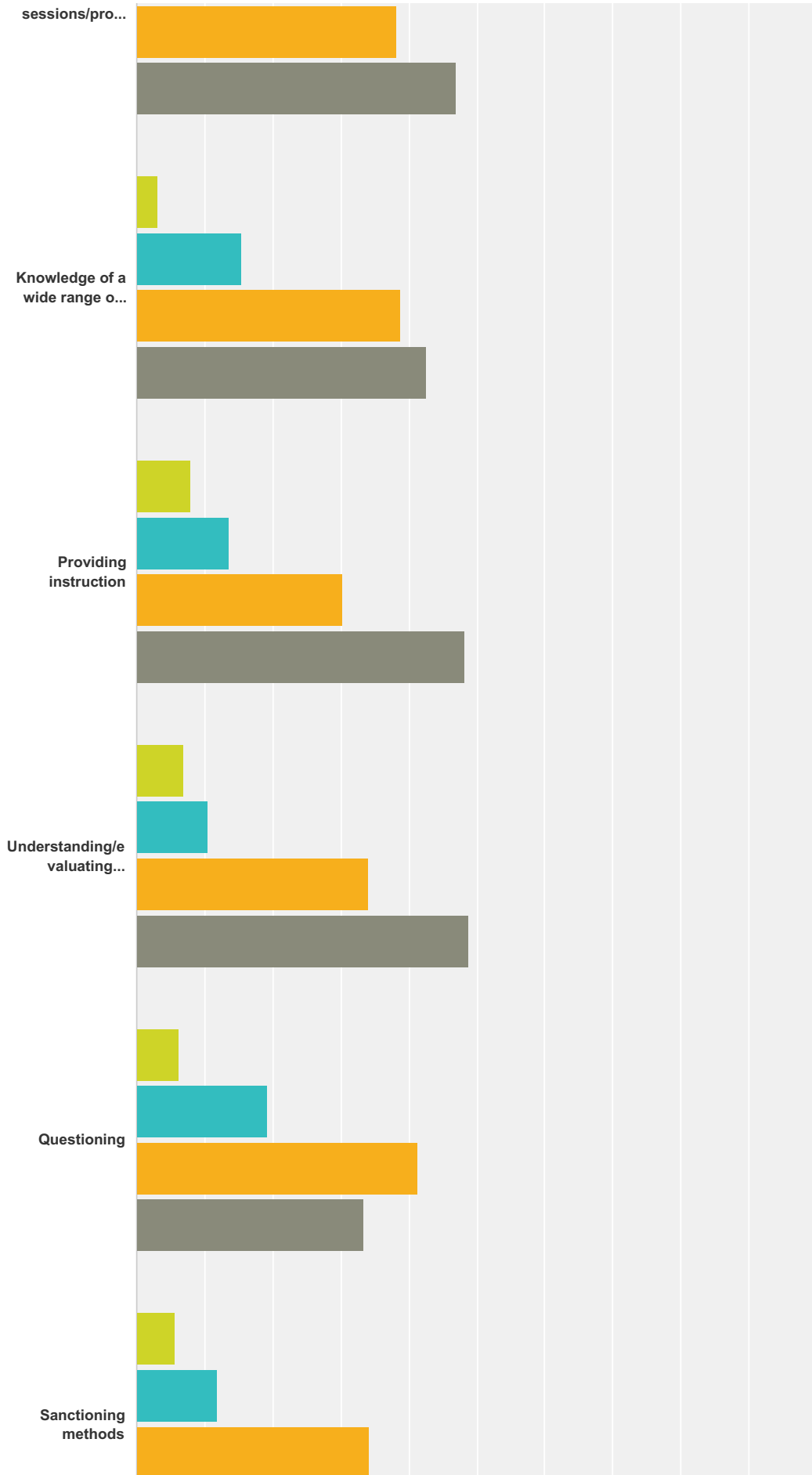
137	It's the only was we'll improve. Because we work most venues alone we don't always know if we're doing a good job. The little things we can improve on. I think there should be mandatory evals from senior officials at a couple different intervals throughout the season to help develop officials.	5/27/2015 10:36 AM
138	They are better officials, better ambassadors of the game, have the respect of coaches, will take less abuse. Much better for the overall development of the sport.	5/27/2015 10:35 AM
139	Better official performance, more consistent performance across all officials more satisfaction from doing a good job.	5/27/2015 10:25 AM
140	Continued training helps maintain consistency between officials as well as correct implementation of rule updates/changes.	5/27/2015 10:20 AM
141	If referees are continually trained, then they are more competent. The game has been changing so much from year to year that it is important to stay current.	5/27/2015 10:17 AM
142	Keeping up to date on the rules.	5/27/2015 10:10 AM
143	It is critical to continue to have training and development in order to stay in touch with the game. As volleyball grows in Canada the level of refing needs to increase and training & development is the only way to ensure it's success	5/27/2015 10:07 AM
144	Game is only as good as the officiating	5/27/2015 10:07 AM
145	If it were accessible to all, the importance is that VC and OVA would have a group of junior officials who were chomping at the bit to become senior officials to replace those who are retiring due to age and poor health. Instead, the sport is expanding and becoming ever more popular while conversely, the pool of competent senior officials continues to dwindle. This does not bode well for the future of our sport.	5/27/2015 10:06 AM
146	Keeping up with rule changes and "refreshing" understanding of current rules...	5/27/2015 10:05 AM
147	It is the commitment to excellence that all referees should strive for. The players train hard for competition and referees must take the same approach. Evaluation, feedback and TheRulesR, are in my opinion, indispensable resources for referees. Having discussions with Senior Officials will also be a major benefit towards referee development and improvement.	5/27/2015 10:03 AM
148	to keep up to date, be current and know the rules. helps with confidence as well.	5/27/2015 10:00 AM
149	The game is becoming faster and more complex; rules occasionally get modified, and so referees need to keep themselves up to date.	5/27/2015 9:59 AM
150	Improved consistency in referees Deep roster of experienced officials to pull from	5/27/2015 9:56 AM
151	consistency	5/27/2015 9:50 AM
152	Critical to develop consistency and confidence.	5/27/2015 9:42 AM
153	Better referee retention. All other participants prefer having better referees.	5/27/2015 9:41 AM
154	Most officiala know the rules so it's not so much about learning rules as it is about splying them We need to do a much better job mentoring officials and giving the feedback..especially when they firsy start On the beach last summer I got feedback on games I teffed every time I reffed which was fantastic Indoors I had no one watch a game or give me feedback beyond the day I passed the course I suspect that the drop out rate for first year regs is very high...this is why. New officiqls should be assigned a mentpr to provide them support and ongoing coaching	5/27/2015 9:40 AM
155	The referee will stay current with rules and regulations and will therefore be better able to referee to the best of the referee's abilities.	5/27/2015 9:40 AM
156	Need to clarify rules and how to call a game refresher on important procedures used in a game or match like issues of cards, ball handling skills and game management as a way to ensure consistency in how we handle matches	5/27/2015 9:38 AM
157	We stay updated on the rule and signal changes and everyone is on the same page so players receive consistency.	5/27/2015 9:30 AM
158	Like anything, one should always strive to improve. Continued training would allow officials to improve steadily over a season.	5/27/2015 9:25 AM
159	Makes each ref more confident. Gives parents and coaches less to complain about if ref knows the game well. One big problem is that as refs we are taught to allow play in accordance with the flow of the game. Parents and coaches often miss this.	5/27/2015 9:25 AM
160	Case studies more involvement with the rules, and situation occurrence during the plays	5/27/2015 9:23 AM
161	Good to keep up with rule changes	5/27/2015 9:23 AM
162	Consistent calls for the players no matter where the match is held. Keep up with new rules decided by the CVA or OVA.	5/27/2015 9:22 AM

Q13 What type of referee knowledge and information is of interest to you (please check a box for each row)?

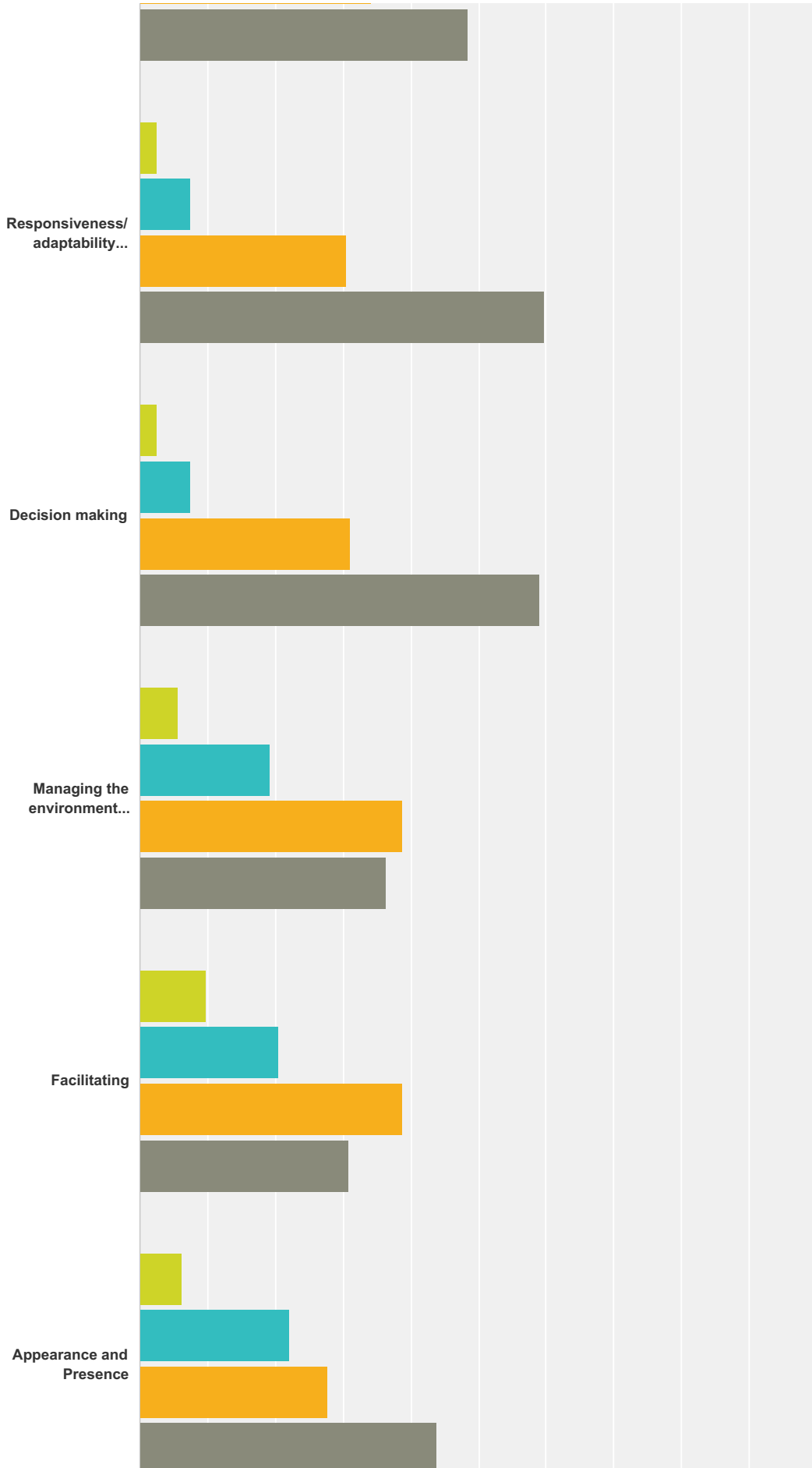
Answered: 163 Skipped: 19



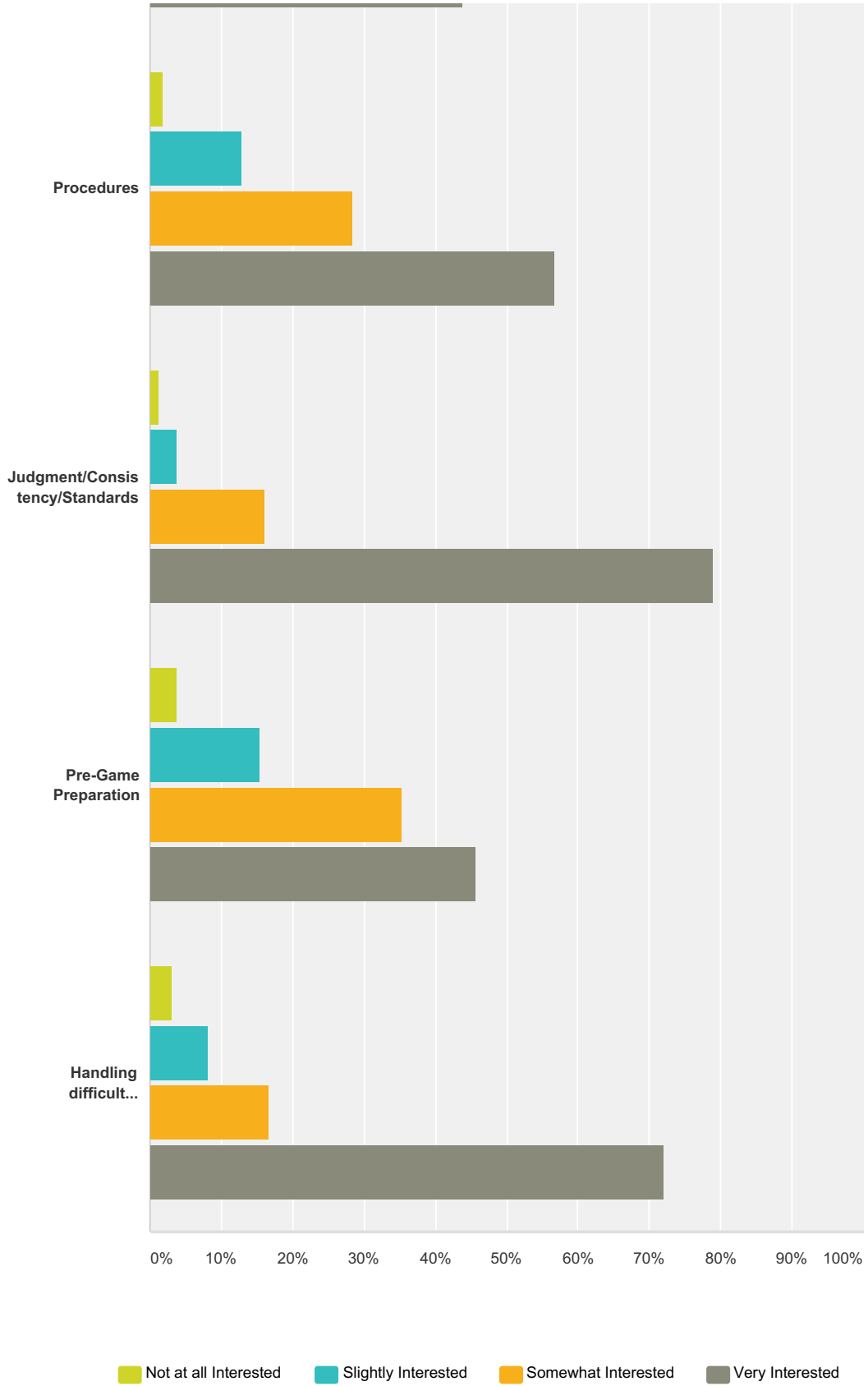
OVA Officials Survey - May 2015



OVA Officials Survey - May 2015



OVA Officials Survey - May 2015



	Not at all Interested	Slightly Interested	Somewhat Interested	Very Interested	Total
Technical/tactical knowledge	1.85% 3	8.02% 13	29.63% 48	60.49% 98	162

OVA Officials Survey - May 2015

Providing feedback	3.07% 5	11.66% 19	23.93% 39	61.35% 100	163
Knowledge of the rules	1.86% 3	3.11% 5	13.66% 22	81.37% 131	161
Self-reflection and critical thinking	1.23% 2	12.35% 20	32.10% 52	54.32% 88	162
Evaluating sessions/programs	4.94% 8	9.88% 16	38.27% 62	46.91% 76	162
Knowledge of a wide range of methods	3.09% 5	15.43% 25	38.89% 63	42.59% 69	162
Providing instruction	8.02% 13	13.58% 22	30.25% 49	48.15% 78	162
Understanding/evaluating official development	6.79% 11	10.49% 17	33.95% 55	48.77% 79	162
Questioning	6.17% 10	19.14% 31	41.36% 67	33.33% 54	162
Sanctioning methods	5.59% 9	11.80% 19	34.16% 55	48.45% 78	161
Responsiveness/adaptability to situation/person	2.48% 4	7.45% 12	30.43% 49	59.63% 96	161
Decision making	2.48% 4	7.45% 12	31.06% 50	59.01% 95	161
Managing the environment (e.g. facilities, equipment, safety)	5.56% 9	19.14% 31	38.89% 63	36.42% 59	162
Facilitating	9.88% 16	20.37% 33	38.89% 63	30.86% 50	162
Appearance and Presence	6.17% 10	22.22% 36	27.78% 45	43.83% 71	162
Procedures	1.85% 3	12.96% 21	28.40% 46	56.79% 92	162
Judgment/Consistency/Standards	1.23% 2	3.70% 6	16.05% 26	79.01% 128	162
Pre-Game Preparation	3.70% 6	15.43% 25	35.19% 57	45.68% 74	162
Handling difficult people	3.11% 5	8.07% 13	16.77% 27	72.05% 116	161

Q14 What other refereeing related topics are of interest to you?

Answered: 85 Skipped: 97

#	Responses	Date
1	Assigning fairly with opportunities for all Dispute resolution Open discussions on a more regular basis (web?)	6/18/2015 9:24 AM
2	Discussing each others performance or interpretation of rules in an open way. Understanding why certain rules or interpretations change at set or match point.	6/13/2015 5:19 PM
3	Changes in rules	6/11/2015 10:55 PM
4	None I can think of.	6/11/2015 8:51 AM
5	none	6/6/2015 10:16 AM
6	None	6/5/2015 11:02 PM
7	Mentoring new young referees and referees interested in progressing through the leveles	6/5/2015 9:50 PM
8	How to interact with higher level officials	6/5/2015 6:37 PM
9	N/a	6/5/2015 6:20 PM
10	Establishing transparent and continuous way to evaluate officials based on their performances, not personal preferences of people who assigning for the games (they have theirs personal favorits and fun club, which is not good for Volleyball at all), more objective and fair way to go in program for next level	6/5/2015 3:25 PM
11	I truely believe after being an official for the past 35 years that there is too much emphasis on technical issues and not enough on the ball handling. As an official told me long ago that if no one knows who the official was then he was successful. Too often officials are worried about what coahces say and carding them instead of worrying about making good ball hadling calls for the betterment of the players and the game.	6/5/2015 3:03 PM
12	n/a	6/5/2015 1:55 PM
13	Mentoring, which is different than just instruction.	6/5/2015 1:46 PM
14	Teaching model. A framework for all clinics	6/5/2015 1:11 PM
15	getting consistent feedback from senior officials.	6/3/2015 8:23 AM
16	The majority is covered up above. None at this time.	6/2/2015 5:03 PM
17	Pretty comprehensive list above. The only other thing I can think of is opportunities for referees to gather and hold workshops/forums on various topics of interest. For example at OC weekends.	6/2/2015 12:41 PM
18	1. Physiological and Psychological support 2. Understanding the need of the OVA 3. Understanding the needs of OVA members (Board, staff and clubs)	6/2/2015 10:54 AM
19	making the registration easier changing at the bench communication from the senior refs going by the rule book not the situation book very confusing for the new refs some senior refs go by advantage dis advantage it does not say that in the rule book	6/2/2015 5:34 AM
20	How do you gain skills to become a provincial referee?	6/1/2015 10:57 PM
21	keeping up with latest technical/rule changes.	6/1/2015 4:59 PM
22	Mentoring	6/1/2015 4:40 PM
23	None	6/1/2015 4:27 PM
24	blank at the moment	6/1/2015 3:01 PM
25	Receiving feedback	6/1/2015 2:31 PM
26	Provide upgrade clinics every year	5/31/2015 4:10 PM
27	1) the specific process involved in promotion from one level to another	5/31/2015 3:08 PM
28	None that I can think of.	5/31/2015 2:56 PM

OVA Officials Survey - May 2015

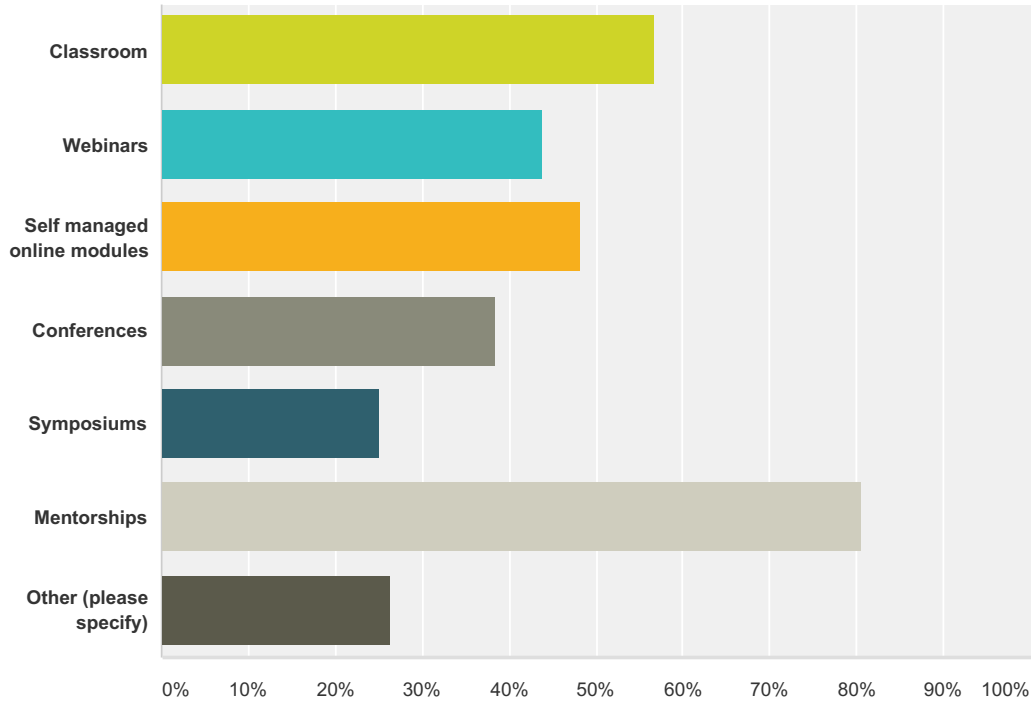
29	officiating in USA	5/29/2015 1:32 PM
30	Although Rules R and the casebooks are great tool, possible a FAQ or Q&A opportunity to ask the Experts? Possibly anonymous if the official doesn't want to be recognized? message board?	5/29/2015 1:24 PM
31	Providing positive feedback for officials.	5/29/2015 9:17 AM
32	standardizing expectations and encouraging continued learning	5/28/2015 3:05 PM
33	It may be of value to look at how the official fits into all levels of volleyball from of course the registered Volleyball Canada official, Ontario Volleyball official through the education system and recreational official. All different expectations and frequently different skills required.	5/28/2015 10:44 AM
34	Happy with my Provincial status for now.	5/28/2015 9:16 AM
35	????	5/28/2015 7:35 AM
36	Can't think of any.	5/28/2015 1:33 AM
37	sessions with coaches and players	5/28/2015 1:29 AM
38	communication/discussion with colleague referees	5/27/2015 9:36 PM
39	Offers players if they want to get your feed back on there play in a match to make it more fun for them to play if there is time to do so. Because I used to be a player, coach and I coach my own team.	5/27/2015 9:12 PM
40	Prety much covered it all	5/27/2015 8:59 PM
41	None	5/27/2015 8:48 PM
42	none that I can think of right now	5/27/2015 8:15 PM
43	Rule adaptations from age group to age group and organization to organization (ie OFSAA - OVA/VC)	5/27/2015 7:49 PM
44	The above pretty much covers it.	5/27/2015 7:31 PM
45	none	5/27/2015 7:01 PM
46	Nothing at this point	5/27/2015 6:29 PM
47	Effective Leadership Conflict resolution	5/27/2015 5:05 PM
48	Ball handling calls are often the basis of most criticism and evaluation, but we spend almost no time on this topic in training referees. At all levels, we need to discuss this. All the rules changes over the past years have been designed so that the referee interferes less in play. Yet we are still expected to be very picky in making ball handling calls. What do we really want?	5/27/2015 4:35 PM
49	At this time - none. I will not be returning.	5/27/2015 4:19 PM
50	Case book situations, teaching viedos	5/27/2015 4:00 PM
51	None other.	5/27/2015 3:02 PM
52	Can't think of any	5/27/2015 3:00 PM
53	None	5/27/2015 1:47 PM
54	Code of Ethics	5/27/2015 1:25 PM
55	Comradery	5/27/2015 1:13 PM
56	non	5/27/2015 1:13 PM
57	Switching between leagues and rules	5/27/2015 1:09 PM
58	None	5/27/2015 1:05 PM
59	Refereeing camps for helping you become a better referee	5/27/2015 12:53 PM
60	Helping out other referee's proactively vs critically I see referee's butcher other referee's calls they don't agree with Improving team aspect of officiating	5/27/2015 12:42 PM
61	Rule changes. Differences between written rules and interpretation/application of the rules.	5/27/2015 12:41 PM
62	I have some very serious concerns about the inconsistency of rules and rule interpretation between High School and OVA competitions. My concerns even extend to inconsistencies between High School regions and separate leagues within high school communities. A certain level of standardization would be beneficial to ALL involved in matches.	5/27/2015 12:19 PM

OVA Officials Survey - May 2015

63	Appropriate rule application/strictness according to various levels of play/competition. Pathways of official development and more obvious requirements of advancement/development.	5/27/2015 11:55 AM
64	~ none come to mind.	5/27/2015 11:54 AM
65	Access to e-learning and documentation.	5/27/2015 11:29 AM
66	N/A	5/27/2015 11:17 AM
67	Assigning, evaluating	5/27/2015 11:08 AM
68	Minor officiating experience as scorekeepers, linespeople, etc I would like to see a system whereby individuals could become certified to work solely in these roles...not everyone is interested in being a first or second official	5/27/2015 11:06 AM
69	I'm not sure	5/27/2015 10:59 AM
70	I think the upgrading takes too long at the lower level. If you observe and official for a few matches, you are able to tell if he should be upgraded.	5/27/2015 10:57 AM
71	I think that covers most of it for me.	5/27/2015 10:38 AM
72	Well covered above!	5/27/2015 10:36 AM
73	The main necessity is the feedback and/or applying the rules that are in place to handle unique situations. e.g. rude coach/parent, player out of uniform, etc.	5/27/2015 10:20 AM
74	I very much enjoy reading Case Book studies. I also liked 'The Rules R.'	5/27/2015 10:10 AM
75	Mentoring experienced referees so they always bring the A game	5/27/2015 10:09 AM
76	How to better support our female and younger referees to fill the upcoming need for officials in the future	5/27/2015 10:08 AM
77	I am a soccer referee too, and I know a lot of online resources, specifically designed for developing referees, in which different situations are examined by multiple videos extracted from real matches. This is something that volleyball needs and I am not finding it online.	5/27/2015 10:04 AM
78	Referee education.	5/27/2015 10:04 AM
79	anything to do with volleyball	5/27/2015 10:02 AM
80	The above chart is difficult to fill out...many of the responses dont make sense ...what type of referee "knowledge" is "questioning" or "facilitating" or "Decision Making"...I don't understand what I'm being asked or what referee instruction related to those skills would entail	5/27/2015 9:47 AM
81	Your list is very complete.	5/27/2015 9:44 AM
82	The above are too many, already.	5/27/2015 9:43 AM
83	We need to rotate officials through the day at provincials as officials refereeing on Sunday are exhausted and are making too many errors in judgement because of fatigue. Some officials level of game calling vastly differed to a point where a team can experience two extremes of ball handling and the less skilled teams are rewarded for poor skills over a stronger skilled team	5/27/2015 9:41 AM
84	Governing body	5/27/2015 9:26 AM
85	None	5/27/2015 9:24 AM

Q15 What is the best way to provide formal refereeing education (choose all that apply)?

Answered: 164 Skipped: 18



Answer Choices	Responses	
Classroom	56.71%	93
Webinars	43.90%	72
Self managed online modules	48.17%	79
Conferences	38.41%	63
Symposiums	25.00%	41
Mentorships	80.49%	132
Other (please specify)	26.22%	43
Total Respondents: 164		

#	Other (please specify)	Date
1	On site personal interaction through formal written evaluations at the lower levels.	6/18/2015 9:25 AM
2	For beginners, the classroom and webinars would give them some basic information. As a more experienced officials I learned valuable insight from more senior/experienced officials in the last 3 OFSAA Championships	6/8/2015 9:36 AM
3	Practical applications are best to show and learn	6/6/2015 8:08 PM
4	Observing and critiquing in practical situations	6/5/2015 9:51 PM
5	On the job training	6/5/2015 6:38 PM
6	In the gym or playing facility with a higher official watching with a check list to give the official at the end of the match.	6/5/2015 5:54 PM

OVA Officials Survey - May 2015

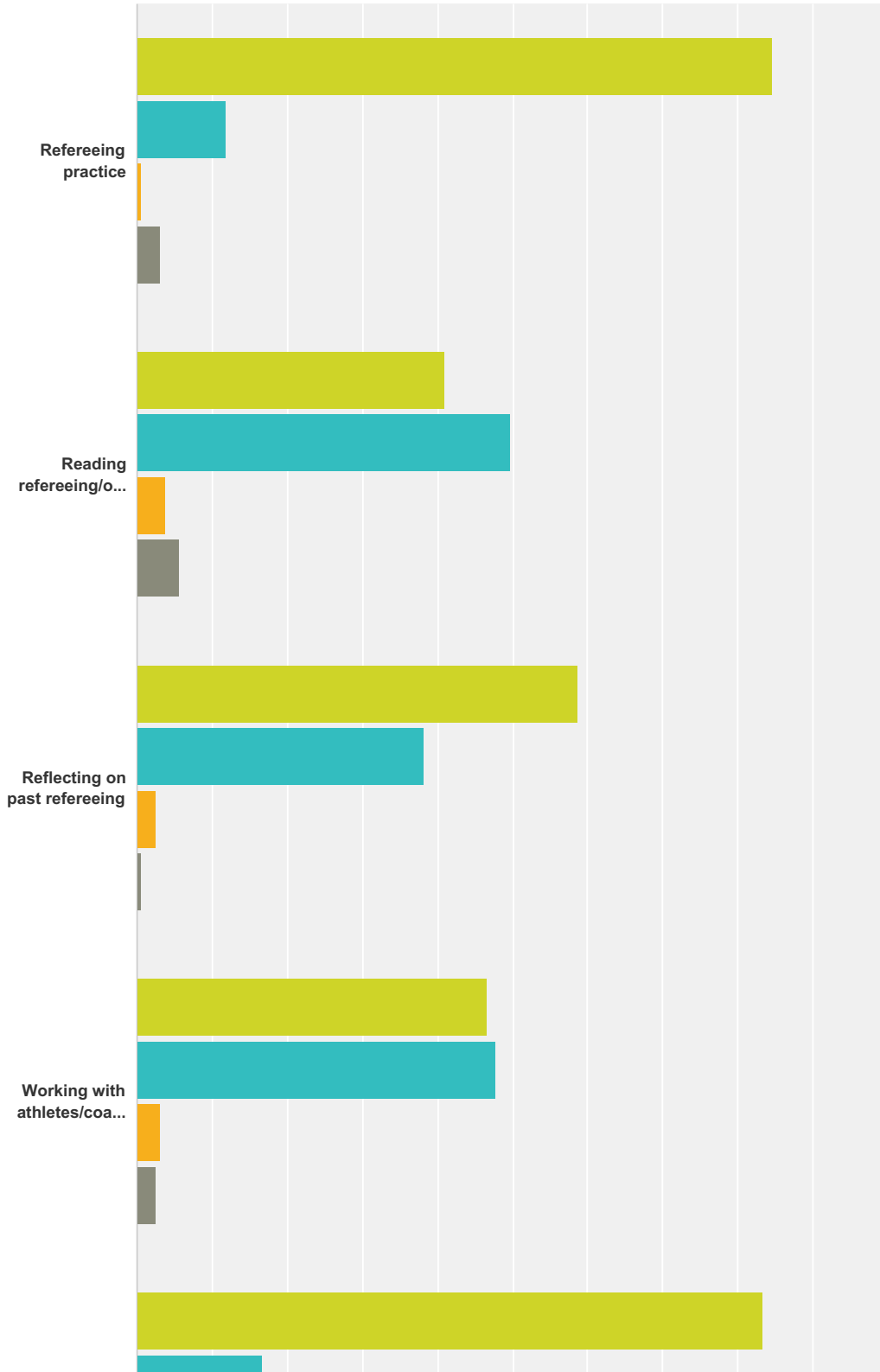
7	case studies	6/5/2015 12:57 PM
8	face to face contacts with senior officials from our region.	6/2/2015 12:45 PM
9	Practical evaluations/feedback given. During competition for less experienced officials, and after matches for more experienced officials.	6/2/2015 12:42 PM
10	Game situations	6/2/2015 8:25 AM
11	During the season feedback with a senior member or mentor	6/1/2015 10:58 PM
12	Peer to peer instruction and evaluation	6/1/2015 8:00 PM
13	Shadowing an official BEFORE the testing for half day.	6/1/2015 5:17 PM
14	Exposure to higher level of competition	6/1/2015 2:32 PM
15	Watching higher referees doing a match.	6/1/2015 1:27 PM
16	hands on	6/1/2015 12:33 PM
17	coupled with classroom instruction, we also incorporate the gym to give the student practical application along with the theory	5/31/2015 2:58 PM
18	Permanent evaluation process, transparent and fair	5/29/2015 10:04 PM
19	Post mortems by the senior officials at regular OVA tournies.	5/29/2015 1:25 PM
20	officials updating not just in regions	5/28/2015 3:07 PM
21	I dont wish to travel, and online is quick and current.	5/28/2015 9:17 AM
22	Being there to offer real time solutions and support in game situations	5/27/2015 9:01 PM
23	Adding an extra official at some tournaments to allow someone to observe (not evaluate) and discuss real game situations/decisions.	5/27/2015 8:50 PM
24	informal meeting at an event at which I can discuss with other referees (most of the time when I referee, I am the only one there: eg: high school refereeing)	5/27/2015 8:35 PM
25	Mandatory recertification	5/27/2015 7:50 PM
26	Either online or in classroom, more video examples of what is/is not appropriate to call.	5/27/2015 4:37 PM
27	Performing and receiving of evaluations.	5/27/2015 4:21 PM
28	Objective feedback and evaluations.	5/27/2015 3:04 PM
29	A combination of all above is ideal. All officials should have a clear understanding of the rules, however, situations arise where an official could benefit from being seen by other officials and thus be able to discuss these situations and therefore be better able to handle similar cases in the future.	5/27/2015 2:44 PM
30	Debrief after every match,	5/27/2015 1:14 PM
31	webinars have come a long way to getting consistent messages out quickly	5/27/2015 12:43 PM
32	As I mentioned earlier, in my opinion, MENTORSHIP, is a missing ongoing component	5/27/2015 12:22 PM
33	Annual recertification clinics with exams (does not have to be the lengthy exam given at local level). I would be willing to pay to attend such a clinic yearly.	5/27/2015 12:05 PM
34	Hands on wjth a group of refs	5/27/2015 11:18 AM
35	Job Shadow	5/27/2015 11:10 AM
36	Have them write an exam every year. I have heard of instances where the Mentorships did not work very well.	5/27/2015 10:59 AM
37	Bank of 'online' videos with comments.	5/27/2015 10:40 AM
38	Mentorship is 2 parts.... Actually having someone you can email ask questions of and discuss issues that come up off the court.The second part is actually having someone watch and provide feedback.	5/27/2015 10:38 AM
39	Videos with scenarios and feedback	5/27/2015 10:09 AM
40	Practical evaluations	5/27/2015 10:08 AM
41	One to one works best for me.	5/27/2015 9:44 AM

OVA Officials Survey - May 2015

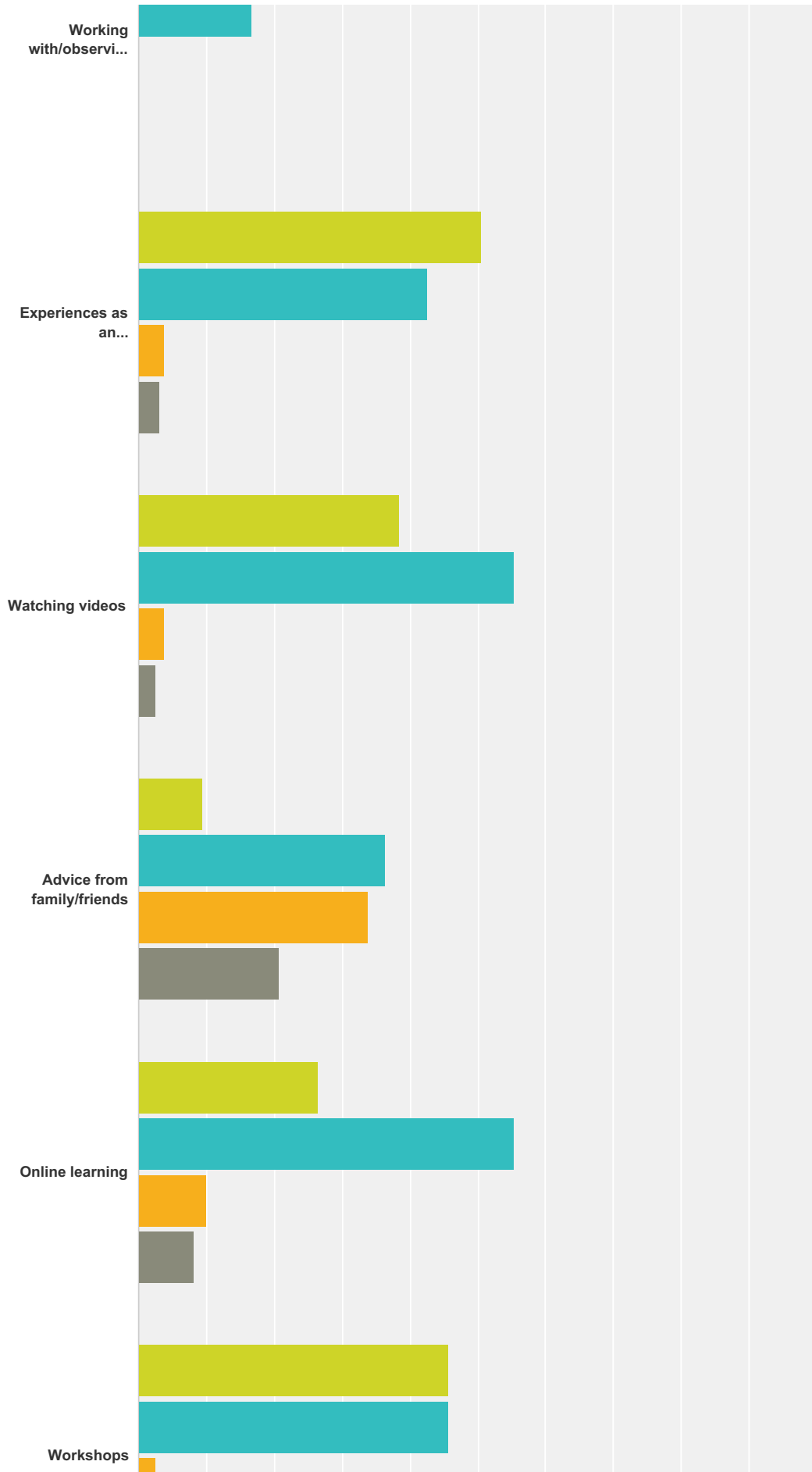
42	Monthly meetings where attendance is taken and sessions delivered to a specific topic - ie. Net and centre line violations etc. Use of video to illustrate. Sessions last 90 minutes max.	5/27/2015 9:43 AM
43	On the job training. Have the official do a match and provide immediate feedback	5/27/2015 9:27 AM

Q16 How useful are the following learning resources in helping you improve your refereeing skills (please check a box for each row)?

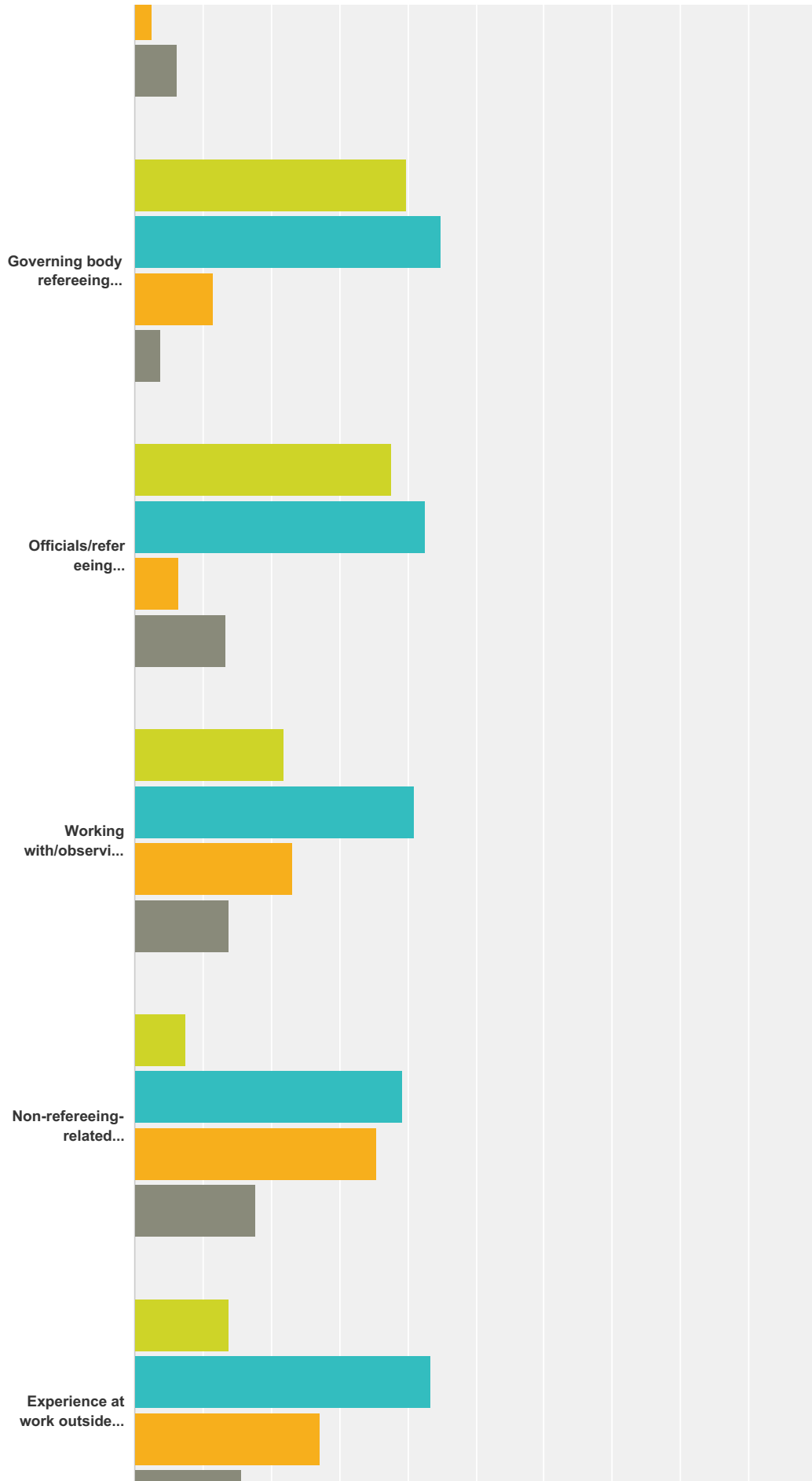
Answered: 161 Skipped: 21



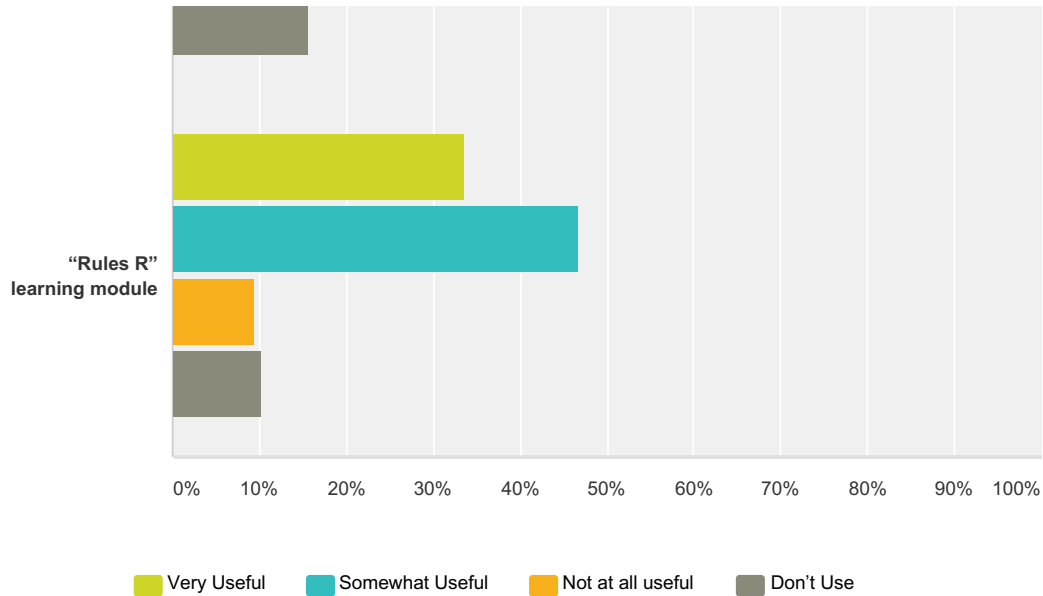
OVA Officials Survey - May 2015



OVA Officials Survey - May 2015



OVA Officials Survey - May 2015



	Very Useful	Somewhat Useful	Not at all useful	Don't Use	Total
Refereeing practice	84.47% 136	11.80% 19	0.62% 1	3.11% 5	161
Reading refereeing/officials books, magazines and journals	40.99% 66	49.69% 80	3.73% 6	5.59% 9	161
Reflecting on past refereeing	58.75% 94	38.13% 61	2.50% 4	0.63% 1	160
Working with athletes/coaches	46.58% 75	47.83% 77	3.11% 5	2.48% 4	161
Working with/observing referees from your sport	83.23% 134	16.77% 27	0.00% 0	0.00% 0	161
Experiences as an athlete/coach	50.63% 81	42.50% 68	3.75% 6	3.13% 5	160
Watching videos	38.51% 62	55.28% 89	3.73% 6	2.48% 4	161
Advice from family/friends	9.38% 15	36.25% 58	33.75% 54	20.63% 33	160
Online learning	26.42% 42	55.35% 88	10.06% 16	8.18% 13	159
Workshops	45.63% 73	45.63% 73	2.50% 4	6.25% 10	160
Governing body refereeing qualification	39.87% 63	44.94% 71	11.39% 18	3.80% 6	158
Officials/refereeing conferences	37.58% 59	42.68% 67	6.37% 10	13.38% 21	157
Working with/observing referees/officials from other sports	22.01% 35	40.88% 65	23.27% 37	13.84% 22	159
Non-refereeing-related education	7.59% 12	39.24% 62	35.44% 56	17.72% 28	158
Experience at work outside refereeing	13.84% 22	43.40% 69	27.04% 43	15.72% 25	159

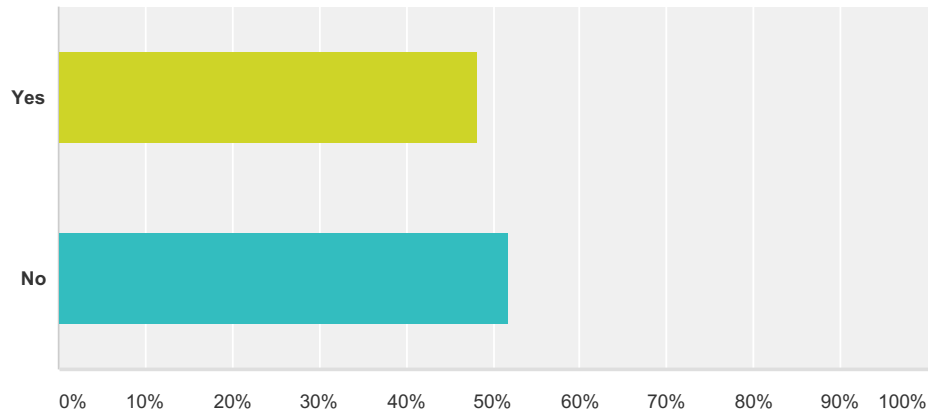
OVA Officials Survey - May 2015

"Rules R" learning module	33.54% 53	46.84% 74	9.49% 15	10.13% 16	158
---------------------------	---------------------	---------------------	--------------------	---------------------	-----

#	Other (please specify)	Date
1	Working/interacting with senior officials	6/18/2015 9:27 AM
2	As you know, Rules R repeats with very few new questions	6/5/2015 1:01 PM
3	structured exhibition games where coach, players and spectators break the rules	5/28/2015 1:32 AM
4	I haven't attended referee workshops or conferences - I don't think I have ever heard of one.	5/27/2015 8:38 PM
5	understanding the psychology of all aspects of the sport	5/27/2015 3:26 PM
6	Not sure how some of the above relate to refereeing.	5/27/2015 2:46 PM
7	I would love to be able to use most of the ones that I "Don't use"	5/27/2015 12:12 PM
8	Officiating workbooks.	5/27/2015 12:07 PM
9	THIS IS NOT A SHORT SURVEY AS WAS INDICATED AT THE START.	5/27/2015 11:56 AM
10	I used t like Rules R but I lost access to it and when I left messages that I would like to be reinstated they were not answered. A pity it's gone. (for me anyway)	5/27/2015 10:16 AM

Q17 Do you plan to upgrade your referee certification level?

Answered: 143 Skipped: 39



Answer Choices	Responses
Yes	48.25% 69
No	51.75% 74
Total	143

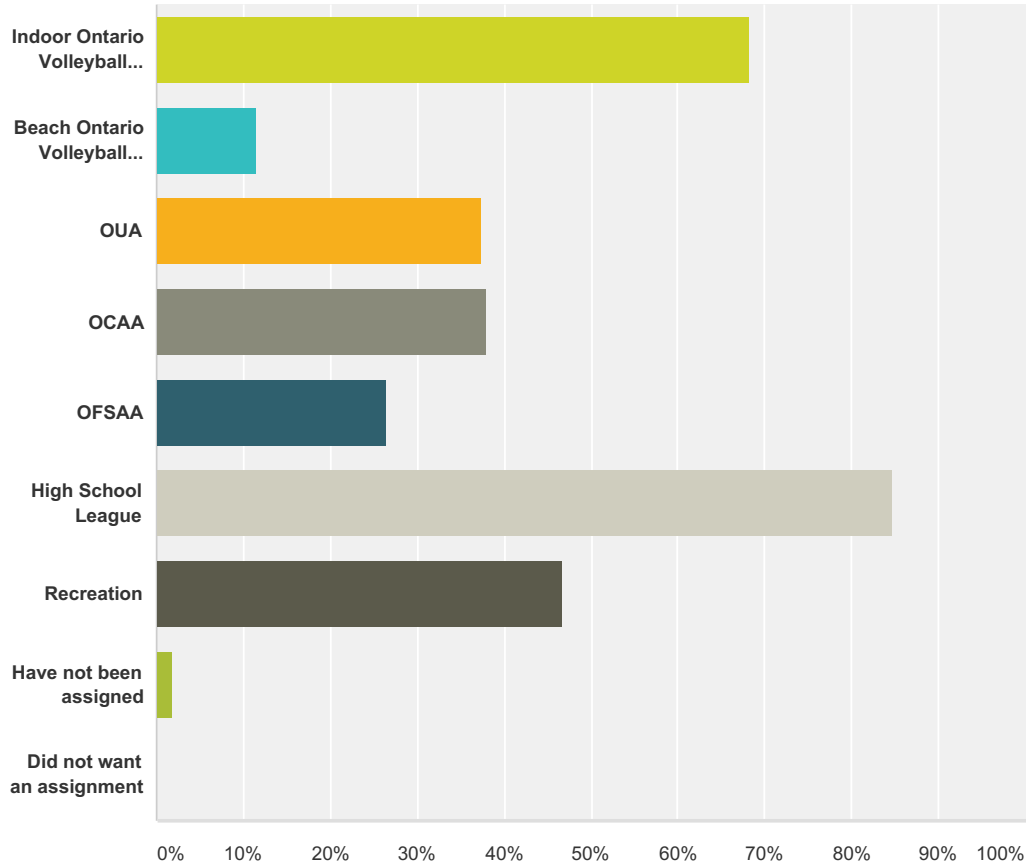
#	Other (please specify)	Date
1	Personal reasons	6/18/2015 9:29 AM
2	Too busy coaching	6/10/2015 9:57 PM
3	not sure	6/5/2015 1:57 PM
4	I have been a provincial ref twice before, i will be 65 soon and will be limiting the number of events i will undertake.	6/3/2015 8:29 AM
5	National Official	6/2/2015 6:49 PM
6	Reach my top level but will continue to evolve and improve	6/2/2015 10:58 AM
7	maybe but don't have time to do any college games	6/2/2015 7:21 AM
8	to old and not required in this area.	6/2/2015 5:42 AM
9	Regional	6/1/2015 8:02 PM
10	Not sure	6/1/2015 1:29 PM
11	in a couple of years	6/1/2015 12:36 PM
12	not at this time. too far from major centers	5/31/2015 5:41 PM
13	Hope to get L3 for Indoor and L2 or L3 in Beach	5/29/2015 1:28 PM
14	No longer in a position to do so	5/28/2015 10:48 AM
15	Not at this time.	5/28/2015 9:20 AM
16	To Old	5/28/2015 7:39 AM
17	I think I would not be effective at the next level (3).	5/27/2015 8:40 PM
18	I'm as high as I will ever need to be	5/27/2015 7:52 PM
19	When I feel I am ready too	5/27/2015 7:04 PM

OVA Officials Survey - May 2015

20	not sure	5/27/2015 6:44 PM
21	Just did	5/27/2015 5:48 PM
22	Unsure	5/27/2015 5:21 PM
23	I am a National level referee and too old to go any further	5/27/2015 5:18 PM
24	would like to but don't live near a. center that makes this reasonable or possible	5/27/2015 4:54 PM
25	unsure	5/27/2015 3:45 PM
26	Not in the near future	5/27/2015 3:08 PM
27	Not required age or not enough experience	5/27/2015 1:55 PM
28	Too old to become International Referee	5/27/2015 1:29 PM
29	to regional	5/27/2015 12:46 PM
30	Too old to enter the Level 4 (national) program ... had attempted in the past but a difficult program to get into as a result of limited numbers allocated to each province.	5/27/2015 11:58 AM
31	Not sure of the process	5/27/2015 11:03 AM
32	I am topped out	5/27/2015 10:11 AM
33	possibly	5/27/2015 10:06 AM
34	possobly down the road	5/27/2015 9:52 AM
35	not for a couple of years	5/27/2015 9:44 AM

Q18 Have you taken a volleyball refereeing assignment for any of the following in the past 12 months (check all that apply)?

Answered: 158 Skipped: 24



Answer Choices	Responses
Indoor Ontario Volleyball Association (OVA) tournament	68.35% 108
Beach Ontario Volleyball Association (OVA) tournament	11.39% 18
OUA	37.34% 59
OCAA	37.97% 60
OFSAA	26.58% 42
High School League	84.81% 134
Recreation	46.84% 74
Have not been assigned	1.90% 3
Did not want an assignment	0.00% 0
Total Respondents: 158	

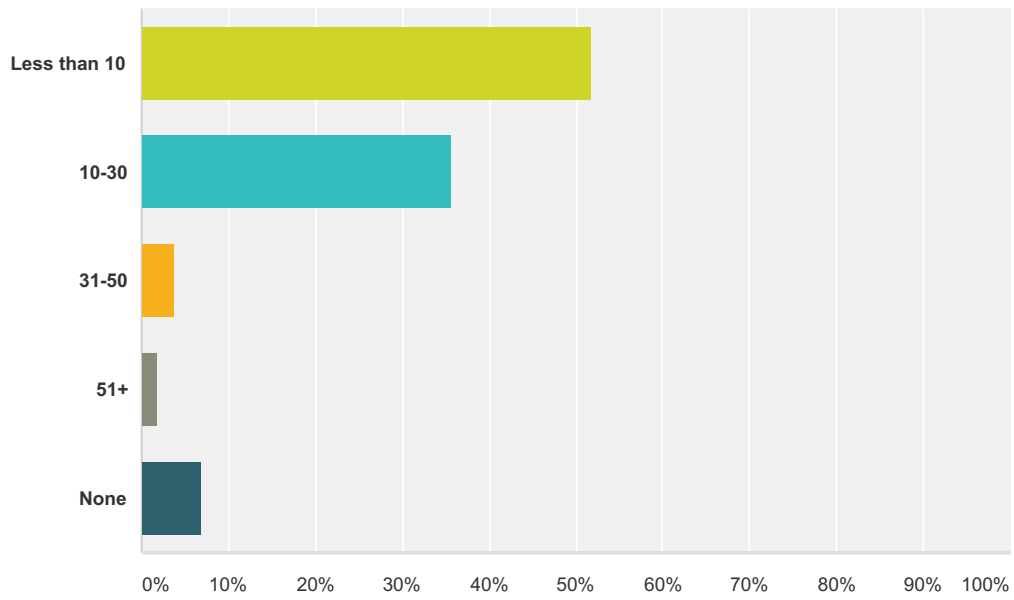
#	Other (please specify)	Date
---	------------------------	------

OVA Officials Survey - May 2015

1	Never enough of the higher end matches	6/18/2015 9:29 AM
2	Scorekeeper for OUA	6/5/2015 1:05 PM
3	VC Nationals Calgary 2015, USAV NLQ April 2015, NCAA Women's Div III	5/29/2015 1:35 PM
4	OUA as a Linesman	5/29/2015 1:28 PM
5	OCAA as lines only.	5/27/2015 8:40 PM
6	Was a lines person and scorer only at the OUA and OCAA level.	5/27/2015 7:38 PM
7	Have not had time because i am still playing and coaching high school and club ball	5/27/2015 5:47 PM
8	USA Club tournaments, AAU National Tournament, Head referee at USA Qualifier	5/27/2015 5:18 PM
9	Indoor highschool and occa scorekeeping	5/27/2015 1:55 PM
10	OUA/OCAA as a line judge only.	5/27/2015 12:08 PM
11	NCAA, NAIA	5/27/2015 11:10 AM
12	Calgary 2015	5/27/2015 11:04 AM
13	OC's in Waterloo.	5/27/2015 10:17 AM
14	Also grade 7&8	5/27/2015 9:25 AM

Q19 How many tournaments did you referee in the past 12 months?

Answered: 160 Skipped: 22



Answer Choices	Responses
Less than 10	51.88% 83
10-30	35.63% 57
31-50	3.75% 6
51+	1.88% 3
None	6.88% 11
Total	160

Q20 What is the role of the Ontario Volleyball Association?

Answered: 131 Skipped: 51

#	Responses	Date
1	OVA's role is to facilitate and promote volleyball in all its elements within Ontario	6/19/2015 11:50 AM
2	Facilitate the growth of volleyball in Ontario Liason with other provinces Provide a stucture for elite volleyball athletes Fulfill bureaucratic needs	6/18/2015 9:42 AM
3	To provide positive oppourtunities for players, coaches and refs to practice volleyball.	6/11/2015 10:58 PM
4	To promote and support the sport of volleyball.	6/11/2015 11:06 AM
5	They organize all sorts in volleyball, organize and control, volleyball leagues, coaching clinincs and certifications, referee clinics and certifications.	6/11/2015 9:26 AM
6	Setting up league play for large variety of players. Keep control of players, coaches and officials.	6/11/2015 4:55 AM
7	To provide and maintain a sense of guided direction and sensible standards for vball people	6/10/2015 9:58 PM
8	Promote volleyball in Ontario	6/10/2015 8:55 PM
9	Encourage participation in volleyball, grow the sport and ensure a positive experience for all participants.	6/8/2015 8:46 AM
10	To help develop and grow the sport of volleyball in Ontario.	6/6/2015 8:18 PM
11	Governing body for volleyball players coaches and officials in Ontario	6/6/2015 7:51 PM
12	governing body	6/6/2015 10:21 AM
13	To ensure that all of the rules of the game are fair and provide safety to all players	6/5/2015 11:07 PM
14	provide an organized source of play for athletes in an appropriate environment. Assist in the role of teaching sportsmanship, healthy competition,,etc. for players	6/5/2015 10:02 PM
15	Facilitator educator	6/5/2015 6:41 PM
16	To organize volleyball events in Ontario, to oversee official Ontario volleyball games.	6/5/2015 6:29 PM
17	Educate Sanction	6/5/2015 5:44 PM
18	It should be more involved in recruiting process for young officials To pay attention who and for how long is in power in some positions in Region 5	6/5/2015 3:40 PM
19	provide support for coaches officials and players both financially and educationally. In all of Ontario not just the South	6/5/2015 3:09 PM
20	Coordination of all aspects of VB in Ontario and part of the Canadian VB world.	6/5/2015 1:58 PM
21	Take the money and run. lol.	6/5/2015 1:58 PM
22	Facilitate all aspects of the learning model. Dicipline.. NRS.	6/5/2015 1:21 PM
23	Manage a provincial vball league	6/5/2015 1:08 PM
24	To manage the sport of volleyball across Ontario	6/5/2015 1:08 PM
25	to govern and promote the game	6/5/2015 1:01 PM
26	To provide organization and sanctioning of all youth volleyball in Ontario.	6/3/2015 1:13 PM
27	to maintain quality and consistent referees	6/3/2015 8:33 AM
28	The OVA role is to support its members and provide us with the tools to recruit and train new officials. They also provide us with training materials and the ability to advance our skills as officials and individuals.	6/2/2015 7:25 PM
29	To maintain consistency and provide volleyball opportunities to the ever growing volleyball community.	6/2/2015 1:04 PM
30	Big job, but to manage all aspects of the sport in Ontario.	6/2/2015 1:03 PM
31	Do not know	6/2/2015 12:50 PM

OVA Officials Survey - May 2015

32	Referee Development Advisor	6/2/2015 11:02 AM
33	Create a vibrant community that respect and help each other.	6/2/2015 8:36 AM
34	player development running tournaments coaching certification officials certification promotion of the sport	6/2/2015 7:25 AM
35	not clear	6/2/2015 5:50 AM
36	To provide education, fair distribution of assignments, equal compensation.	6/1/2015 5:27 PM
37	promoting the vball game maintaining standards for players/coaches/officials/parents	6/1/2015 5:08 PM
38	Governing body of the Volleyball community in Ontario and liaison with Volleyball Canada. They are there to provide guidance when necessary, administrative duties to ensure that everyone is playing by the rules and to help develop the game as best they can for all facets of the game including but not limited to playing, coaching and officiating.	6/1/2015 4:47 PM
39	too many to list at this time	6/1/2015 3:12 PM
40	Collect our registration fees	6/1/2015 2:39 PM
41	To develop a comprehensive program for players, coaches and referees	6/1/2015 1:56 PM
42	Be a leader	6/1/2015 1:30 PM
43	all the same rules consistancy (not even close right now)	6/1/2015 12:38 PM
44	To try to make it more difficult for referees to work and to promote their own old boys network	6/1/2015 10:28 AM
45	Provide information, support and resources for the sport. Monitor certification.	6/1/2015 7:56 AM
46	To provide information on where clinics are being held. To start the chain of information, about new rules, that is to be given to the right people, to be passed down.	6/1/2015 12:26 AM
47	Be the governing body for all aspects of volleyball in Ontario.	5/31/2015 5:46 PM
48	To inform, encourage, all participants	5/31/2015 4:15 PM
49	Governing Body	5/31/2015 3:26 PM
50	To develop the sport of volleyball within the Province of Ontario in Athlete development, Coaching Development and Officiating. To provide competition for athletes To provide clinics for coaches and officials To liaise with the Canadian Volleyball Association	5/31/2015 3:11 PM
51	The bridge between referees and volleyball events.	5/29/2015 3:04 PM
52	Governing body of volleyball in Ontario. Keeping consistency and process for all involved in the sport.	5/29/2015 1:49 PM
53	President Region 1, Co-ROC Region 1, Level I & II clinician, Level III Official	5/29/2015 1:40 PM
54	The OVA should provide a safe and positive environment for the development of volleyball.	5/29/2015 9:31 AM
55	It is supposed to promote and help to develop the sport of volleyball in the province. To quote the OVA home page, "Helping Ontarians explore, enjoy and embrace the sport of volleyball at all levels of the sport. Learn, grow and get involved!	5/28/2015 6:29 PM
56	leadership	5/28/2015 3:14 PM
57	Player, coach and refereeing education. Promotion of the game at all levels.	5/28/2015 2:50 PM
58	to provide a place for athletes to participate and leran	5/28/2015 12:59 PM
59	Not sure what this question really is but in relation to officials the OVA's role is to develop a partnership with officials that would provide opportunities for greater input on decisions. The perception is that decisions are being made by only a few without the engagement and participation of the full range of officials.	5/28/2015 11:29 AM
60	To oversee the growth,development of volleyball.	5/28/2015 10:29 AM
61	Professionally represent and promote the game for all willing participants.	5/28/2015 9:23 AM
62	player & coach & referee goverance	5/28/2015 1:43 AM
63	To facilitate the playing of volleyball in Ontario at all levels possible.	5/28/2015 1:40 AM
64	The role of the Ontario volleyball association is to promote the fundamentals of the game of volleyball from the ages of 11 to adults and make it fun and enjoyable for everyone. And to hopefully find some raw talent for Ontario team and our national team.	5/27/2015 9:42 PM
65	organizer	5/27/2015 9:42 PM

OVA Officials Survey - May 2015

66	Promote and Improve the Game	5/27/2015 9:22 PM
67	To provide leadership in promoting all aspects of the game of volleyball. This includes, but not in order of importance, parents, athletes, coaches, officials, and spectators.	5/27/2015 8:59 PM
68	Govern the sport	5/27/2015 8:55 PM
69	organize competition; encourage improvement; promote sportsmanship	5/27/2015 8:47 PM
70	sport governing body to oversee all aspects of the game	5/27/2015 8:19 PM
71	to promote the sport of volleyball and provide governance & support	5/27/2015 8:11 PM
72	It is the governing body for indoor/beach volleyball in Ontario, dealing with the management, education, support and promotion of the game of volleyball for all Ontarians.	5/27/2015 8:02 PM
73	Should be a leader for all volleyball in Ontario.. Athletic development Officiating Coaching development promotion	5/27/2015 8:01 PM
74	To Govern	5/27/2015 7:07 PM
75	Promote all areas of the game within the province.	5/27/2015 7:02 PM
76	over see the sport	5/27/2015 6:53 PM
77	to help	5/27/2015 6:45 PM
78	To	5/27/2015 6:34 PM
79	To facilitate the growth and development of the sport of Volleyball in Ontario	5/27/2015 5:52 PM
80	Promote and govern the sport of volleyball in Ontario.	5/27/2015 5:50 PM
81	Promote and assist in the development of volleyball, its players and its officials.	5/27/2015 5:32 PM
82	To promote the development of volleyball from grassroots to elite player development.	5/27/2015 5:28 PM
83	Organizing tournaments, connection between teams and ref	5/27/2015 5:08 PM
84	To improve volleyball in Ontario	5/27/2015 4:58 PM
85	For Officials, training and maintaining standards.	5/27/2015 4:47 PM
86	Evolution of volleyball within Ontario	5/27/2015 4:27 PM
87	Governing body to oversee championships, rules implementation, sport promotion and development.	5/27/2015 3:50 PM
88	- you tell me!!!!	5/27/2015 3:28 PM
89	Governing body for Ontario. Policy, information, guidance, rules, certifying body.	5/27/2015 3:13 PM
90	To promote the game of volleyball and ensure the rules of vball and sportsmanship are upheld.	5/27/2015 3:11 PM
91	Provide a safe and enjoyable volleyball experience for players and officials.	5/27/2015 2:51 PM
92	Govern and development of the sport.	5/27/2015 1:53 PM
93	The glue that holds the sport of volleyball together. Communication, Ambassador, Creating an environment that allows the sport of volleyball to grow	5/27/2015 1:36 PM
94	Support officials, coaches and players. Increase amount of people playing the sport.	5/27/2015 1:24 PM
95	To develop volleyball in Ontario, to implement initiatives of Volleyball Canada, while also being a leader provincially with its own initiatives. To provide structured athlete, coach, and officials development for volleyball.	5/27/2015 1:20 PM
96	To organize teams and competition	5/27/2015 1:17 PM
97	To keep players, coaches, referees updated and informed with procedures, clinics and upcoming events	5/27/2015 12:59 PM
98	Oversee all aspects of Volleyball	5/27/2015 12:47 PM
99	To provide a structured governing body for our sport	5/27/2015 12:34 PM
100	Govern and maintain referrer standards	5/27/2015 12:30 PM
101	Still feeling it out but it seems that they are an advocate for volleyball from a coaching, playing and refereeing perspective. The association governs officials, coaches and players as well as is used as a platform for advertising	5/27/2015 12:16 PM
102	Train, support, provide information and resources to referees.	5/27/2015 11:45 AM

OVA Officials Survey - May 2015

103	To manage volleyball.	5/27/2015 11:36 AM
104	Rules update. Certifying officials.	5/27/2015 11:27 AM
105	To promote, cultivate, safeguard the game in the province. Provide the best environment to play the game.	5/27/2015 11:22 AM
106	Help develop future national players	5/27/2015 11:22 AM
107	Coordinating & Governing body for refereeing in Ontario	5/27/2015 11:15 AM
108	providing an opportunity for officials to communicate, interpret and further referee experiences and training	5/27/2015 11:13 AM
109	Promote volleyball.	5/27/2015 11:10 AM
110	Promote the sport of Volleyball in Ontario by providing a working framework for players, coaches and referees.	5/27/2015 11:10 AM
111	Provide opportunity to play & officiate volleyball	5/27/2015 10:52 AM
112	To provide the best quality product as it relates to the sport of volleyball. It should include all athletes interested in the sport of volleyball. It must ensure a safe environment for all as well. Safe refers to any form of harm whether it physical, or emotional through faulty equipment to abusive coaches, officials or other players.	5/27/2015 10:51 AM
113	Facilitate the development of youth volleyball.	5/27/2015 10:45 AM
114	Governing body for the sport of volleyball for Ontario.	5/27/2015 10:34 AM
115	To facilitate the growth and enjoyment of volleyball in Ontario, and to develop players for higher levels of play.	5/27/2015 10:32 AM
116	To provide leadership and guidance for all things Volleyball in Ontario.	5/27/2015 10:24 AM
117	Be an advocate for volleyballfacilitate people getting involved as players, coaches, officials, organisers.....provide a collaborative model so the game can be enjoyed by all participants	5/27/2015 10:24 AM
118	a governing body	5/27/2015 10:21 AM
119	Mainly to govern volleyball in Ontario	5/27/2015 10:17 AM
120	Provide developing referees with the necessary means to help develop to their full potential	5/27/2015 10:16 AM
121	To increase the awareness of, and support the growth of volleyball as a whole in Ontario. This includes the development and training of everyone involved in the sport from administration, officials, coaches, athletes and fans.	5/27/2015 10:16 AM
122	foster growth of the sport, train and improve the quality of coaches and referees, provide players the opportunity to participate, improve and reach their full potential	5/27/2015 10:13 AM
123	To promote and grow the game and provide opportunities for those interested in getting involved. To be a transparent organization with clear policies for all parties involved to follow.	5/27/2015 10:12 AM
124	To advance the sport of volleyball through programming that is conducive to learning and development for all participants.	5/27/2015 10:03 AM
125	To provide volleyball opportunities for everyone across the province, and to ensure a good experience for all those participants.	5/27/2015 9:57 AM
126	To promote the sport of volleyball in Ontario and provide an opportunity for youth to participate in a life long learning physical activity	5/27/2015 9:55 AM
127	To act as the governing body of the sport in Ontario.	5/27/2015 9:50 AM
128	Support, develop and grow the game of volleyball within the province.	5/27/2015 9:40 AM
129	To develop volleyball players and to create a place where kids can learn team play and social skills.	5/27/2015 9:38 AM
130	Keep volleyball alive?	5/27/2015 9:30 AM
131	Governing body Keep standards Improve the game Encourage participation at both a recreation and competitive level.	5/27/2015 9:28 AM

Q21 What are the most important activities the Ontario Volleyball Association does to support referees?

Answered: 117 Skipped: 65

#	Responses	Date
1	RIM Park's tournament allows large amounts of referees to be exposed to a varying level of play with oversight by high level referees for evaluation.	6/19/2015 11:50 AM
2	Run provincials Run OVA tournaments at all ages throughout the province Insure some level of consistency in Ont. vball Provide provincial structure to educate	6/18/2015 9:42 AM
3	Clinics, tounaments	6/11/2015 10:58 PM
4	Provide certification, information, and rules.	6/11/2015 11:06 AM
5	The best thing that happened is the online Clinic registration. People can see where and when clinics are and register, and its done.. We as clinicians don't have to worry about that at the clinic anymore. They take some money from, fees, to put in the ODF fund, to be used accordingly, not abused like what use to happen in some Regions..	6/11/2015 9:26 AM
6	Visit from our ROC.	6/11/2015 4:55 AM
7	Certification clinics	6/10/2015 8:55 PM
8	Face-to-face feedback (positive and areas for improvement) between referees. Create a culture of learning among officials so we are always seeking feedback and ways to improve our games.	6/8/2015 8:46 AM
9	Offering clinics, workshops and information on upcoming events.	6/6/2015 8:18 PM
10	not sure	6/6/2015 10:21 AM
11	Provides referee sessions and new referees with the chance to go out and ref games	6/5/2015 11:07 PM
12	provides an oppportunity to teach players and congratulate sportsmanship of players and coaches	6/5/2015 10:02 PM
13	Communicate	6/5/2015 6:41 PM
14	Allow practice to new referees, provide a mentor referee, provide feedback.	6/5/2015 6:29 PM
15	Clinics	6/5/2015 5:44 PM
16	Organizing tournaments	6/5/2015 3:40 PM
17	Support the Provincial Officials Committee. The POC has the autonomy to run referees within its mandate.	6/5/2015 1:58 PM
18	???	6/5/2015 1:58 PM
19	Sorry. But we don't see any direct involvement except the NRS regostration	6/5/2015 1:21 PM
20	clinics, updates, newsletters	6/5/2015 1:08 PM
21	Assigning referees to matches, providing training, resources, and professional development	6/5/2015 1:08 PM
22	Upgrade program	6/5/2015 1:01 PM
23	Provide training and assigning.	6/3/2015 1:13 PM
24	provides very good mentorship programs. provides feedback allowing for the development and growth of new - younger officials	6/3/2015 8:33 AM
25	Travel information and booking flights, Learning media, Policies and procedures, and guidelines.	6/2/2015 7:25 PM
26	Continued training, opportunities and mentor ships.	6/2/2015 1:04 PM
27	Over the past number of years there has been a growing trend within the Officials' Committee to put great effort into evaluating and providing feed back to all officials working at sanctioned events. It has been noticed by me and I feel it is helping referees to be better.	6/2/2015 1:03 PM
28	Do not know.	6/2/2015 12:50 PM

OVA Officials Survey - May 2015

29	1. The OVA Rules R 2. Strong referee promotion programs 3. Good mentor programs	6/2/2015 11:02 AM
30	As I live far from the city I don't pay much attention as the travel is restrictive.	6/2/2015 8:36 AM
31	keep informed of rule changes and official's duties	6/2/2015 7:25 AM
32	technical	6/2/2015 5:50 AM
33	Fund staff positions (Kelvin in the OVA office) to support officiating. He has been a great resource.	6/1/2015 5:27 PM
34	making rules that are clear and enforceable support for refs	6/1/2015 5:08 PM
35	In my experience, the OVA's support in general of its officials has been exceptional. They have always been supportive of officials if there is a matter of potential discipline due to a situation in a match and sanctions have been required to helping get registered.	6/1/2015 4:47 PM
36	too many to list at this time	6/1/2015 3:12 PM
37	Not aware of any	6/1/2015 1:56 PM
38	Are there any	6/1/2015 1:30 PM
39	It assigns them	6/1/2015 10:28 AM
40	Provide updates and support.	6/1/2015 7:56 AM
41	Provide clinics and mentors.	6/1/2015 12:26 AM
42	Provide education in clinics Updates . rule changes, procedures Back up the officials in difficult situations/matches	5/31/2015 5:46 PM
43	provide clinics	5/31/2015 4:15 PM
44	* runs officials clinics	5/31/2015 3:26 PM
45	To provide Rule Books with the latest rule changes as directed the the International Volleyball Federation through the Canadian Volleyball Association To provide clinics for those interested in becoming officials. To identify and encourage officials to improve their rating through Regional and National level programs	5/31/2015 3:11 PM
46	Recognizing/thanking the referees for their involvement and commitment but also leaving the official to be in the background, because the game is all about the athletes.	5/29/2015 1:49 PM
47	Regional Upgrade	5/29/2015 1:40 PM
48	The OVA should provide a safe environment that would enable referees to develop and practise their skills.	5/29/2015 9:31 AM
49	I have no idea, as I have not observed anything concrete that the OVA does to support the referees. In the recent past, the OVA has done more to stifle the referees than to support them.	5/28/2015 6:29 PM
50	paperwork	5/28/2015 3:14 PM
51	I don't know.	5/28/2015 2:50 PM
52	not sure	5/28/2015 12:59 PM
53	Good overall administrative support and opportunities for officials to develop in upgrade programs but only formal programs are in place. Some selected officials have travel support to major events to assist their development and reward them for jobs well done.	5/28/2015 11:29 AM
54	Learning videos. Providing rule books.	5/28/2015 10:29 AM
55	organize assignors	5/28/2015 1:43 AM
56	Providing tournaments	5/28/2015 1:40 AM
57	The teachings that you get from the senior member referee. Be cause they are not going to ref for ever so they want to pass on there skills to you before they quit A long with your class times and ova updates and yearly activities are very much need.	5/27/2015 9:42 PM
58	help referee grow	5/27/2015 9:42 PM
59	Mentorship at the Ontario, Nationals and at Beach Events	5/27/2015 9:22 PM
60	Provides introductory officiating courses.	5/27/2015 8:59 PM
61	Upgrade programs and mentoring	5/27/2015 8:55 PM
62	when highly experienced referees provide feedback at the OC tournaments	5/27/2015 8:47 PM

OVA Officials Survey - May 2015

63	conduct clinics and evaluations	5/27/2015 8:19 PM
64	education rules interpretation hey, pay cheques!!	5/27/2015 8:11 PM
65	Offering clinics, paying mileage and providing opportunities for growth.	5/27/2015 8:02 PM
66	To let the sport grow	5/27/2015 7:07 PM
67	quick answers	5/27/2015 6:53 PM
68	give feedback	5/27/2015 6:45 PM
69	Certification.	5/27/2015 5:50 PM
70	Not sure.	5/27/2015 5:32 PM
71	Provide information on the OVA Website and referee training programs	5/27/2015 5:28 PM
72	Insurance	5/27/2015 5:08 PM
73	None	5/27/2015 4:58 PM
74	Provide online videos illustrating rules. Provide new rulebooks every year and promote training and development.	5/27/2015 4:47 PM
75	Provincial or National Championships held in one location. Gathering of officials - access to senior officials from other regions.	5/27/2015 4:27 PM
76	Opportunity to stay up to date. Sounding board for inquiries or concerns.	5/27/2015 3:50 PM
77	- I don't know other than to collect fees	5/27/2015 3:28 PM
78	Sets consistent standards. Provides learning, guidance and direction.	5/27/2015 3:13 PM
79	provide feedback to promote proper rules	5/27/2015 3:11 PM
80	They do not do enough. Especially if you are not in an evaluation program.	5/27/2015 2:51 PM
81	Symposium of rules and procedures.	5/27/2015 1:53 PM
82	Not sure. I had heard recently that the OVA was involved in determining the payment for high school matches and since the High Schools are not full members of the OVA, and the officials are full members of the OVA, the OVA should have declined from commenting on the pay structure for officials. This did not directly impact me, but I heard about it and I had to shake my head.	5/27/2015 1:36 PM
83	Communication.	5/27/2015 1:24 PM
84	Provide matches for officials to officiate, works closely with high school, college, and university associations to provide OVA qualified officials for those matches (without high school matches, officials development would be incredibly difficult since the sport does not have a big enough grassroots base at the club level, provide detailed local clinics (these clinics are almost too in depth for first-time officials compared to other sports).	5/27/2015 1:20 PM
85	Make sure the conviner lets us know the information needed	5/27/2015 1:17 PM
86	Run clinics, newsletters, and tournaments	5/27/2015 12:59 PM
87	Provides communication and tournament information for us. We are exposed to our regional assignors and are given opportunities to work.	5/27/2015 12:34 PM
88	Assign tournaments and matches that work with personal schedule.	5/27/2015 12:30 PM
89	Clinics	5/27/2015 12:16 PM
90	Train, support, provide information and resources to referees.	5/27/2015 11:45 AM
91	Courses and tournaments.	5/27/2015 11:36 AM
92	Rules update	5/27/2015 11:27 AM
93	Maintaining a safe and healthy environment for officials to work in. Sanctioning those whose behaviour threatens that environment	5/27/2015 11:22 AM
94	??	5/27/2015 11:22 AM
95	Clinics	5/27/2015 11:15 AM
96	regional meetings	5/27/2015 11:13 AM
97	By running clinics...	5/27/2015 11:10 AM

OVA Officials Survey - May 2015

98	Provides referees with up to date information on rules and how to interpret them.	5/27/2015 11:10 AM
99	RulesR	5/27/2015 10:52 AM
100	Beach volleyball Mentorship program.	5/27/2015 10:51 AM
101	Provide ample opportunities to officiate. Numerous ages, divisions and tournaments.	5/27/2015 10:45 AM
102	Does OVA support officials? If so, I'm not aware of how they do this.	5/27/2015 10:34 AM
103	Runs officiating clinics.	5/27/2015 10:32 AM
104	Takes 5% of earnings from the largest group (Locals) and gives it to the smallest group Regionals and Nationals.	5/27/2015 10:24 AM
105	Provides command infrastructure	5/27/2015 10:24 AM
106	keeps the sport monitored and regulated and provides the rules and expectations of everyone involved, coaches , players, officials, judges, etc..	5/27/2015 10:21 AM
107	Everything	5/27/2015 10:17 AM
108	I am not sure.	5/27/2015 10:16 AM
109	For me as a Jr Referee (First year) the opportunity to participate in the Ontario Provincial championships was an incredible learning experience. The amount of feedback and mentorship that I received was incredible. Having said that I am a person that would always look for feedback from a Sr Official in any instance should it be offered.	5/27/2015 10:16 AM
110	In my experiece the only "support" I have received from the OVA from an indoor persp3ctive beyond the initial clinic is the launch of the online training program which I thought was terrific...I would change how it is implemented...require officials to answer 20 questions a month to keep their badge Beach was better...gaving superbising officials at every tournament is terrific from a newbies perspective...need to adopt this practice for indoor tournaments	5/27/2015 10:13 AM
111	The Mentor Official role at every OVA Beach Tour event has been indispensable. It is the main reason as to why Ontario Beach referees continue to progress and Upgrade to higher levels.	5/27/2015 10:12 AM
112	Not sure	5/27/2015 10:03 AM
113	No idea.	5/27/2015 9:57 AM
114	I'm not sure.	5/27/2015 9:50 AM
115	Not sure.	5/27/2015 9:40 AM
116	Insurances	5/27/2015 9:30 AM
117	Updates Cues for calls Ongoing education	5/27/2015 9:28 AM

Q22 What does the Ontario Volleyball Association do well?

Answered: 108 Skipped: 74

#	Responses	Date
1	RIM Park Good quality volleyball across the province	6/19/2015 11:50 AM
2	Run provincials Run OVA tournaments Provide an umbrella organization to facilitate growth	6/18/2015 9:42 AM
3	High volume of clinics for coaching and referees.	6/11/2015 10:58 PM
4	I think it does a good job of supporting referees.	6/11/2015 11:06 AM
5	They are good organizers of the tournaments, for youth.	6/11/2015 9:26 AM
6	Unknown	6/10/2015 8:55 PM
7	Lots! The sport has grown considerably and players seem to love the set up, especially at provincials. The staff is friendly and responsive.	6/8/2015 8:46 AM
8	Provide a product/service that people enjoy.	6/6/2015 8:18 PM
9	provide updates	6/6/2015 10:21 AM
10	It allows people who have just become referees and are still new to it to go out and ref games in order to gain confidence and knowledge	6/5/2015 11:07 PM
11	provide a growing atmosphere for young athletes.	6/5/2015 10:02 PM
12	Good mentor	6/5/2015 6:41 PM
13	Organize events and provide support to referees.	6/5/2015 6:29 PM
14	Educate Information	6/5/2015 5:44 PM
15	Nothing special or remarkable	6/5/2015 3:40 PM
16	Information to members	6/5/2015 3:09 PM
17	Supply mentors at every OVA Beach Tour Event.	6/5/2015 1:58 PM
18	???	6/5/2015 1:58 PM
19	As fast as officials. Nothing	6/5/2015 1:21 PM
20	provincial championships	6/5/2015 1:08 PM
21	OVA championships weekends Communication through multiple outlets (web, twitter, email)	6/3/2015 1:13 PM
22	stays in touch with their membership	6/3/2015 8:33 AM
23	Providing opportunities to not only players, but officials.	6/2/2015 1:04 PM
24	From a referee's perspective, I have no complaints. I feel the organization is doing a good job in most aspects with regard to referees. We are treated very well at the OC's and I have always noticed your staff works very hard.	6/2/2015 1:03 PM
25	Good online communicatios	6/2/2015 12:50 PM
26	1. The OVA Rules R 2. Strong referee promotion programs 3. Good mentor programs	6/2/2015 11:02 AM
27	Pretty well everything	6/2/2015 8:36 AM
28	keeps young people involved in the the sport with many tournaments	6/2/2015 7:25 AM
29	sharing of information	6/1/2015 5:08 PM
30	They are active and will help how ever they can when needed.	6/1/2015 4:47 PM
31	too many to list at this time	6/1/2015 3:12 PM
32	Does provide an exciting forum for volleyball at various competitive levels, and opportunities for athletes in a variety of ages to train grow and participate.	6/1/2015 1:56 PM

OVA Officials Survey - May 2015

33	Charge fees, few of which seem to go back into refereeing	6/1/2015 1:30 PM
34	keeps the old boys happy	6/1/2015 10:28 AM
35	Easily accessible organization for information and support.	6/1/2015 7:56 AM
36	Provide officials for the tournaments. Although as a coach, I would prefer to see two officials at all matches.	6/1/2015 12:26 AM
37	Communications.	5/31/2015 5:46 PM
38	Supports the players and coaches	5/31/2015 4:15 PM
39	* organizing tournaments	5/31/2015 3:26 PM
40	I think the strongest element is the effective communication with all constituents (players, coaches, officials)	5/31/2015 3:11 PM
41	Youth but as in most sports there is a gap once the athlete becomes an adult. Some stop, some play rec. This is the group that we need to go after to grow the officiating numbers. Get more competitive leagues or tournaments going, especially with Adult and Co-ed now competing at Nationals? Offer similar in Ontario. Look how well Outtahand does in the GTA.	5/29/2015 1:49 PM
42	I am very happy with the OVA	5/29/2015 1:40 PM
43	The OVA does a very good job of communicating to its members.	5/29/2015 9:31 AM
44	not sure	5/28/2015 12:59 PM
45	Steps have been taken to get good people in place to oversee officials. The new online learning tool has been a good addition to assist officials.	5/28/2015 11:29 AM
46	Catering to all age groups of athletes.	5/28/2015 10:29 AM
47	improving on organizing assignments and payment process	5/28/2015 1:43 AM
48	I liked the online rules tests.	5/28/2015 1:40 AM
49	Working well with its teachings with the referees and coaches and players.	5/27/2015 9:42 PM
50	everything, no complains	5/27/2015 9:42 PM
51	Treat their Officials well. I am a Soccer Referee and a Baseball Umpire. The others are coming around but VB is way ahead	5/27/2015 9:22 PM
52	I am finishing my first full year as a member. The OVA has done an excellent job of communicating diverse information through email.	5/27/2015 8:59 PM
53	Organisation	5/27/2015 8:55 PM
54	I can't tell that from here - I don't have a wide enough base of experience.	5/27/2015 8:47 PM
55	clinics	5/27/2015 8:19 PM
56	I believe communications is the key to success. The web presence and weekly newsletters are terrific.	5/27/2015 8:11 PM
57	Provides good communication to all members. Provides an exceptional environment and experience for all athletes/coaches involved in the Ontario Championships. Listens to suggestions/ concerns from members and if appropriate acts on them in a timely fashion.	5/27/2015 8:02 PM
58	Athlete development Youth Tournament structure Coaching certification	5/27/2015 8:01 PM
59	This is my first year so I cannot give a fair comment	5/27/2015 7:07 PM
60	quick answers	5/27/2015 6:53 PM
61	info	5/27/2015 6:45 PM
62	Run provincials	5/27/2015 5:52 PM
63	Not sure.	5/27/2015 5:32 PM
64	Provide training opportunities for players, coaches, and referees. Provide competition for all levels of play	5/27/2015 5:28 PM
65	Provide overall direction and vision for club and higher level ball. Even if I do not personally agree with the decisions, the decisions must be made and direction given.	5/27/2015 4:47 PM
66	Athlete development	5/27/2015 4:27 PM
67	Sport promotion.	5/27/2015 3:50 PM

OVA Officials Survey - May 2015

68	- Sport development	5/27/2015 3:28 PM
69	Dissimination of information and learning tools.	5/27/2015 3:13 PM
70	Lots of feedback at the OVAs.	5/27/2015 3:11 PM
71	Provides many oppourtunities for players to play and officials to officiate. I also enjoy bringing provincial championships to one location.	5/27/2015 2:51 PM
72	Training	5/27/2015 1:56 PM
73	Almost everything.	5/27/2015 1:53 PM
74	The development of youth leagues. From a referee's perspective, I don't get much back from the OVA but I continue to pay my fees each year.	5/27/2015 1:36 PM
75	Communication.	5/27/2015 1:24 PM
76	Provide social media updates, an updated website that keeps officials resources updated and current in one easy-to-find location.	5/27/2015 1:20 PM
77	In our region, to say bluntly, not much. Been issues getting dates set and locations.	5/27/2015 1:17 PM
78	Information	5/27/2015 12:59 PM
79	Provides officials with a with a base organization, to unite officials, athletes, coaches, and PARENTS.	5/27/2015 12:34 PM
80	Email updates	5/27/2015 12:30 PM
81	Provide information	5/27/2015 12:16 PM
82	Survey too long - respondent fatigue.	5/27/2015 11:45 AM
83	Managing Volleyball	5/27/2015 11:36 AM
84	Sending out new rule books.	5/27/2015 11:27 AM
85	I believe it does youth volleyball very well.	5/27/2015 11:22 AM
86	Great for the athletes	5/27/2015 11:22 AM
87	Sharing of online information	5/27/2015 11:15 AM
88	communication	5/27/2015 11:13 AM
89	Good question.	5/27/2015 11:10 AM
90	Organize events	5/27/2015 10:52 AM
91	Tournamentsalthough not always the best locations. Provincial championships festival style. Inclusive to all athletes.	5/27/2015 10:51 AM
92	see above.	5/27/2015 10:45 AM
93	Adhere to deadlines that make them money.	5/27/2015 10:34 AM
94	Hosts a phenomenal provincial championships at RIM Park	5/27/2015 10:32 AM
95	The OVA manages it's resources, especially money well. VC could take a lesson from OVA. The OVA provides excellent opportunities for Youth players to develop bot in Indoor and the Beach.	5/27/2015 10:24 AM
96	Support infrastructure is improving.... So are lines of communication	5/27/2015 10:24 AM
97	has a great website	5/27/2015 10:21 AM
98	Brought more mambers	5/27/2015 10:17 AM
99	I am not very familiar with the OVA structure and their functions, so I am not sure	5/27/2015 10:16 AM
100	The growth of the sport in Ontario is incredible. The OVA is doing a wonderful job supporting teams and officials in this growth, but more will need to be done to recruit officials to continue to allow for the development of the sport at the rate it is going.	5/27/2015 10:16 AM
101	Run leagues and tournaments both indoors and out...particularly the Procincials...fantastic execution consistently	5/27/2015 10:13 AM
102	Continuing to grow the sport and the staff presence and work at large events such as OCs. It is a pleasure to work with great people, who no matter what their title states, do any small job that needs to get done.	5/27/2015 10:12 AM
103	Grow the sport	5/27/2015 10:03 AM

OVA Officials Survey - May 2015

104	Creating lots of volleyball tournaments	5/27/2015 9:57 AM
105	Organise tournaments and championships for clubs.	5/27/2015 9:50 AM
106	OVA provincials are top notch.	5/27/2015 9:40 AM
107	Email	5/27/2015 9:30 AM
108	Emails, updates, standard booklet.	5/27/2015 9:28 AM

Q23 What are your top 3 frustrations with the Ontario Volleyball Association?

Answered: 110 Skipped: 72

#	Responses	Date
1	Political Centralized in GTA	6/19/2015 11:50 AM
2	Poor communication Appears cliquish, political, at odds with local refereeing organizations When I was assigning, I felt there was a great deal of duplication in the paperwork/payment area that was time consuming.	6/18/2015 9:42 AM
3	none	6/11/2015 10:58 PM
4	None	6/11/2015 11:06 AM
5	They need to communicate better with assigners..I sometimes get late notice on tournaments, that have been there for a while. I send in bills with complete, invoices for OVA tournaments, and most of the time, I get no reply like, Thanks, I got it.. That is very basic and simple to do.. OVA pays terrible mileage to tournaments.. The CAA recommended rate is 58c/km for travel. OVA pays 38 for people going to meetings etc, but only pay officials 27c/km(after the first 50km free) because they are getting paid to ref? that is crap.. Same person drives to a meeting, 38c, then they drive to ref, 27c - the first 50 km.. That is terrible. People don't want to drive, because the mileage is so poor . Especially for OUA and OCAA!! They demand a certain level of official to come to do their game, but won't pay to bring them. Terrible mileage, and not a very good match fee either.	6/11/2015 9:26 AM
6	Time of payment as an official. Last minute site selection.	6/11/2015 4:55 AM
7	Lack of timely communication Lack of connection with OVA (confusion with local association)	6/10/2015 8:55 PM
8	- tournaments popping up late that need officials	6/8/2015 8:46 AM
9	Hard to get support for locations outside of the GTA. Difficult to attend workshops or courses as they are a far distance away, Difficult to be a part of competitions as they are a far distance away.	6/6/2015 8:18 PM
10	Similar to other sports governing bodies there is group of individuals that see themselves as set above the other members. In order to be part of the group you have to devote an enormous amount of time to the cause.	6/6/2015 7:51 PM
11	no problems at this point	6/6/2015 10:21 AM
12	I don't like the 3 ball rule for indoor volleyball for ages under 13. I also don't enjoy the new rule that players aren't allowed to touch any part of the net or players under 16 can't take the first ball with their hands	6/5/2015 11:07 PM
13	sometimes lack of logic in scheduling one team one court and moving them for their next match causing both teams to wait. controlling coaches that do not exemplify sportsmanship (have had to step in when a coach causes a referee to leave in tears)	6/5/2015 10:02 PM
14	Confusing to knowing who to contact Different fees Upgrade fees	6/5/2015 6:41 PM
15	Not enough experience to say.	6/5/2015 6:29 PM
16	Rates Involvement in officials education program	6/5/2015 3:40 PM
17	In the past when Barrie Mutrie was around and Diane they came to the North and ran comprehensive volleyball programs. Now the funding and support is not there like it was. North meaning past Sudbury like Thunder Bay to Manitoba border.	6/5/2015 3:09 PM
18	1. Take no action in disciplining abusive coaches. 2. Mileage rate and policy is a joke. 3. ?	6/5/2015 1:58 PM
19	In the real world, when you do a job you are paid within 1 to 2 weeks. Not months.	6/5/2015 1:58 PM
20	Very poor access to rules adaptations except through the coaches manuals which referred don't use	6/5/2015 1:21 PM
21	most things happen west of toronto	6/5/2015 1:08 PM
22	Cost of the national referee's membership - this is not required to referee in British Columbia. It is not clear who to contact with any inquiries, and is hard to find contact information.	6/5/2015 1:08 PM
23	lack of communication with all officials in every regions of the province.	6/5/2015 1:01 PM
24	They allow tournaments to be played in sub-standard venues Lack of consistency in tournament hosting procedures Insufficient communication of the "tough" issues (penalties, fines, sanctions)	6/3/2015 1:13 PM

OVA Officials Survey - May 2015

25	i have none	6/3/2015 8:33 AM
26	communicating relevent information impartiality	6/2/2015 7:25 PM
27	More oppportunity for officials to get experience as well as bring mentor programs to indoor officiating.	6/2/2015 1:04 PM
28	Older frustrations are that tournaments are not spread across the province enough into smaller market areas. I understand the challenges of this and I do feel it is better than in the past. It would be nice if high calibre tournaments were distributed so that officials who want the higher calibre don't have to travel in order to referee them. I also feel every year there are frustrations with the NRS system and Arbiter - not all officials understand there are two separate systems. An instruction or information email at the beginning of the season could help with this. Third frustration is that getting assignments across regional boundaries is difficult, for OVA, OFSAA and OUA/OUAA.	6/2/2015 1:03 PM
29	Communication within my region.	6/2/2015 12:50 PM
30	None. My problem is with assignors who are selective.	6/2/2015 8:36 AM
31	Fees for officials(we have to pay to work for OVA) ????	6/2/2015 7:25 AM
32	registration communication lack of leadership	6/2/2015 5:50 AM
33	1. Allowing assignors to constantly hire their buddies, without giving (new) officials opportunities to work.	6/1/2015 5:27 PM
34	1. I don't feel I know enough of the top brass 2. tournaments that run way to long 3. letting parents take to much control	6/1/2015 5:08 PM
35	none	6/1/2015 3:12 PM
36	We are isolated from our nearest large volleyball city. We have to pay our travel expenses and accomodation to referee higher level tournaments	6/1/2015 2:39 PM
37	I haven't reffed OVA for 3 or 4 years.so am not up on the present. When I did ref OVA I found too many coaches who thought their only job was to win and not teach the players to be there best. The OVA championships were a cattle call. One year we had two refs per match the second one. Didn't make sense to me.	6/1/2015 1:30 PM
38	3 nationals -3 interpitations	6/1/2015 12:38 PM
39	they are secretive unhelpful and rude	6/1/2015 10:28 AM
40	Registering for clinics is confusing. Rules changes (in ball handling mostly are hard to know without video feedback) Is it possible to highlight changes in the rule book? (who wants to read the whole thing every year?)	6/1/2015 12:26 AM
41	None at this time.	5/31/2015 5:46 PM
42	No up to date clinics on referring, no communication, no association for just Officials.	5/31/2015 4:15 PM
43	* the tardiness associated with assigning officials to the Provincials * the attitude of supervisors at OVA provincials needs to be addressed They tend to be very, very negative with the regular officials and very much focus on the few mistakes that are made * It appears none of them know how to teach or have any teaching experience	5/31/2015 3:26 PM
44	In past (many years ago) I felt it was elitist and did not provide a positive experience for officials wishing to upgrade. This discouraged many from continuing with the OVA. Lately one of the biggest frustrations for many is the actual registration process. Passwords changed and therefore unable to actually log in to register. The process needs to be much more user friendly Stop changing the uniform. For younger officials it becomes costly in buying the uniform.	5/31/2015 3:11 PM
45	1. Triple ball. Although I understand why its done for development, but no one ever really understands the rules. Officials never see it until OC's and then get crash course. Has VC/OVA ever considered going to straight game with modifications like underhand serving only?.Lighter ball? 2. Mileage rule for officials - 50 km bubble. 3. Region 3 is huge - Possibly break up into two? Very distinct areas and different representations by teams and officials.	5/29/2015 1:49 PM
46	N/A	5/29/2015 1:40 PM
47	The OVA must protect players, parents, coaches and referees from elements which have a negative impact on the sport. There are far too many coaches and parents that are involved that have a serious impact on this sport. Sanctions which send a clear message must be used by the OVA.	5/29/2015 9:31 AM
48	1. Allotting too many tournaments in close proximity to each other (esp. in Region 3) 2. Changing tournament location at last moment. 3. The 50-km bubble and the \$0.27/km payment for travel. It might have been acceptable when gas was \$0.80 or .85 per litre.	5/28/2015 6:29 PM
49	talking to appropriate person	5/28/2015 3:14 PM
50	No recognition for time served Politics No consequences for teams that break the rules	5/28/2015 12:59 PM

OVA Officials Survey - May 2015

51	It does not appear that the officials committee has enough independence to provide full input on decisions made that affect them as a group. There are still insufficient programs in place to permit all officials to get engaged in directions, programs and concerns if they wish to be more active participants. In general there appears to very limited opportunity to have a voice in what is going on. Some associated members are permitted to have too much input on what needs to be directed by the Officials Committee and their membership.	5/28/2015 11:29 AM
52	1. Saturday tournaments can be TOO long. 2. Beach volleyball officials' clinics are always held in Toronto !!	5/28/2015 10:29 AM
53	from a referee's point-of-view, I find that OVA is no longer a democratic system rate of pay including fees and mileage have not kept up with cost of living or level of experience no feedback from coaches	5/28/2015 1:43 AM
54	Don't have any yet.	5/28/2015 1:40 AM
55	the distances that we have to drive some times to tournaments weather it is beach or indoor. At satellite tournament I like to see it changed so that senior and a local official can attend and ref at the beach tournaments on a 1 on 1 bases. Because I live in listowel and most tournaments are far for me but a lot of satellite tournaments are closer for me to get to and I could serve my sport better and learn more this way. I would still do ova tournaments but not as many.	5/27/2015 9:42 PM
56	no complains	5/27/2015 9:42 PM
57	There is an unofficial hierarchy. I am not sure if we do not have enough qualified Officials or if the same ones are always picked. Players and Coaches are not taught the Rules in the development of there skills.	5/27/2015 9:22 PM
58	As per my response to #18, I do not have sufficient time as a member to provide a qualified opinion.	5/27/2015 8:59 PM
59	Fees,	5/27/2015 8:55 PM
60	- is this in the OVA jurisdiction? I would like to see more feedback given to new officials > I think this is something that is needed at the local level.	5/27/2015 8:47 PM
61	delayed payments high costs of officials shirts and pants	5/27/2015 8:19 PM
62	None that I can think of!	5/27/2015 8:02 PM
63	No easily accessible spot for officials, players, coaches, parents to find the rules as adapted for each age group or association (OUA, CIS, OCAA, OFSAA etc)	5/27/2015 8:01 PM
64	None at the present time	5/27/2015 7:07 PM
65	cost cost of registering cost of uniform	5/27/2015 6:53 PM
66	-the archaic travel allowance - the wait to receive payment - lack of quality food in the officials room at provincials	5/27/2015 5:52 PM
67	Triple Ball, Recent changes to use of libero and substitutions I realize that VC has initiated these but OVA did not have to accept them.	5/27/2015 5:28 PM
68	Communication to inexperienced referees, opportunities for tournaments	5/27/2015 5:08 PM
69	Close to impossible to upgrade official Level in my case	5/27/2015 4:58 PM
70	Lack of co-operation and co-ordination with high school associations. Overall focus on the highest level of play and player, not enough on the ordinary player.A young person who learns to love volleyball may never make the Olympic Team, but can play the sport their whole life.	5/27/2015 4:47 PM
71	Officials appear to be at bottom of the food chain.	5/27/2015 4:27 PM
72	- nc	5/27/2015 3:28 PM
73	No frustration.	5/27/2015 3:13 PM
74	Inconsistent approach of head refs at tournaments. Didn't hear from anyone during season wrt progress , feedback etc.	5/27/2015 3:11 PM
75	They do not do enough to support their officials. Facilities are not ideal for volleyball.	5/27/2015 2:51 PM
76	Scorekeepers inconsistent.	5/27/2015 1:53 PM
77	Not as involved as I use to be and so I don't have any input on this question	5/27/2015 1:36 PM
78	1) the focus of development and support in some regions at the expense of others, e.g. Region 3 lots of officials lots of support vs. Region 2 need more officials and need more support. 2) The lack of clear pathways for official development. E.g. to become a provincial level official there is almost no information about what is required on the website and also from ROCs. It would be better to list out minimum number of evaluations, what type of evaluator required (e.g. Regional ref evaluates a lower level), examination requirements, etc.	5/27/2015 1:20 PM

OVA Officials Survey - May 2015

79	Dates, teams and locations change all the time. No big heads up on when an event is. Don't get paid regularly. Never has score keepers or lines people at events. Never deals with hostile coaches	5/27/2015 1:17 PM
80	Trying to figure out who to get in touch with for your interest or question m	5/27/2015 12:59 PM
81	Just One - Lack of mentorship for our "Local" officials	5/27/2015 12:34 PM
82	Disconnect with volleyball canada Last minute allocation and schedule assignments Fees	5/27/2015 12:30 PM
83	none	5/27/2015 12:16 PM
84	Survey too long - respondent fatigue.	5/27/2015 11:45 AM
85	Communications Lengthily process Referee registration with the FIVB	5/27/2015 11:36 AM
86	Don't have much to do with them. They are invisible in Northern Ontario.	5/27/2015 11:27 AM
87	My daughter played for team ontario as a 17 year old. The cost was very high. She isn't trying out as an 18 year old due to cost. Communication for officials starting out. There should be a handbook that explains among other things, how to get assigned, step by step the process of achieving the next levels, contact information for relevant people etc. Officials feedback and evaluation. My first year I could have been the worst official or the best official in the ova, but I would have no idea because there was no one around to let me know. Just one evaluation would have been helpful for some guidance.	5/27/2015 11:22 AM
88	??	5/27/2015 11:22 AM
89	1. Politics 2. Arrogance of high level Officials 3. Sometimes too much bureaucracy	5/27/2015 11:15 AM
90	-once a referee becomes certified they only have to pay their dues yearly to maintain certification -lack of observation and correction	5/27/2015 11:13 AM
91	The payment of officials is very confusing. The mileage that is paid to the officials for OVA tournament should be changed.	5/27/2015 11:10 AM
92	Last minute changes. Slow & Poor communication.	5/27/2015 10:52 AM
93	Not enough coaching/mentoring for officials for volleyball. Beach volleyball is great. Volleyball is extremely weak unless you are in a program. Not enough control over coaches/parents....therefore abusive coaches and parents are dealt with at the club level. Which is not always great. We need control as officials and hosts to be able to remove them from the facility and/or sanction the team during the match. Then coaches, clubs and athletes with step up and tell the parents to behave.	5/27/2015 10:51 AM
94	none I can think of. sometimes it's a little chaotic, lack of communication.	5/27/2015 10:45 AM
95	1. Costs associated with events/registrations 2. Inflexible with scoring/lining duties at tournaments 3. Lunch break at OVA tournaments 4. Payment (how long process takes and amount)	5/27/2015 10:34 AM
96	I don't really have frustrations with the OVA. they do a good job for the most part.	5/27/2015 10:24 AM
97	Mileage rates...50 km radius has to be scrapped.....word of mouth dissemination of information has to be replaced by ONE source that Everybody accesses....	5/27/2015 10:24 AM
98	lack of communication from regional coordinators, Who assigns me to tournaments in region 3 ??? I do not feel a part of the group, feel left out.	5/27/2015 10:21 AM
99	Schedule	5/27/2015 10:17 AM
100	I am not sure	5/27/2015 10:16 AM
101	I find it difficult to find information for reffing process on line and rely on speaking to my colleagues to answer my questions. A better online officials module with more FAQ and information would be helpful. More opportunities for training and upgrading (more often) would be useful rather than just 1x per year in our area.	5/27/2015 10:16 AM
102	1. fees I pay to ref...why? 2. lack of support for refs in the gym after testing 3. that too wide a range is acceptable as it relates to judgement calls...recognizing there will always be a difference in how one ref interprets and applies the rules versus another we still need to close the gap so that doubles and carries ate called more consistently across the board	5/27/2015 10:13 AM
103	Assignors not always being organized at times.	5/27/2015 10:12 AM
104	Hosts not being confirmed for indoor tournaments until very late.	5/27/2015 10:03 AM
105	Consistent use of one official on almost all matches. Lack of heavy sanctions outside of the match for participants that have been expelled/disqualified from a match.	5/27/2015 9:57 AM
106	I am not frustrated at all.	5/27/2015 9:50 AM

OVA Officials Survey - May 2015

107	There is very little money available for officials to travel to other provinces, or even other parts of Ontario. Officials should not be left to buy airfare to go to nationals. Officials Committee operates with virtual autonomy, which creates this clique atmosphere. From an assigning standpoint the closer the caliber of all teams on one weekend at provincials the easier it is to get the right level of official. ie 18U and 13U (or 14U) these levels require very different officiating levels. With both at the same events you get some top officials declining to avoid 13U and you sometimes get stuck putting an unqualified official on the 18U match.	5/27/2015 9:40 AM
108	Assignments are not given out evenly. Referees are assigned more games than others. I am not given the proper information on how to move up a level.	5/27/2015 9:38 AM
109	Fees Amount of emails	5/27/2015 9:30 AM
110	Nothing	5/27/2015 9:28 AM

Q24 How can the Ontario Volleyball Association better support you?

Answered: 90 Skipped: 92

#	Responses	Date
1	As a player or coach, it is great! As a referee, I think the focus is on players and coaches probably as it should be!	6/18/2015 9:42 AM
2	Email alerts with upcoming events.	6/11/2015 10:58 PM
3	Maybe by producing a referees newsletter with information updates, advice, some practical situations. Hockey magazines often have a "you make the call" section with examples of game situations and the referee's call.	6/11/2015 11:06 AM
4	They can start by improving the mileage issue.. 27c/km is not acceptable. that is less than half of the recommended rate? The OVA's Referee process for Referee development is poor.. They make it hard to become an official, High cost\$ Then when you want to be a Provincial, or Higher, it gets worse, They expect you to look for games, Pay terrible mileage , or sometimes expect you to travel for free to go to tournaments to improve yourself. . There really is no incentive to improve as an official. At each step, the OVA just makes it harder, and treats officials worse. I have had lots of officials over the years, that say, Why would I want to move up.. People go to Regional upgrades, don't get much advance info on tournaments, get very conflicting evaluation at their clinics, some nasty, some useless. They are expected, to travel for very poor mileage, ref for free and often get abused while they are there. (No incentive to do it) Last year, Regional officials who passed , at the Provincials, weren't even told, until about 2 months later, when their badge came in the mail? Terrible!	6/11/2015 9:26 AM
5	Enforce more consistent practices across regions	6/10/2015 8:55 PM
6	Focus on referee recruitment and retention: - encourage players to give back to the game and make a few bucks by refing - crack down on coaches and parents who act in an unacceptable manner towards referees	6/8/2015 8:46 AM
7	not sure	6/6/2015 10:21 AM
8	I think they've already done a great job supporting new referees	6/5/2015 11:07 PM
9	make schedules as smooth flowing as possible controlling coaches that show unsportsmanlike conduct continually	6/5/2015 10:02 PM
10	Mentor ship	6/5/2015 6:41 PM
11	Provide more oppurtunities for new referees. Or provide more information about how refereeing works before a new official decides to sign up.	6/5/2015 6:29 PM
12	To provide money for independent and long term committee of senior officials who will make real and fair ranking among official and that ranking should be a base for assignors, nothing else	6/5/2015 3:40 PM
13	\$\$\$\$ for travel	6/5/2015 3:09 PM
14	1. Discipline abusive coaches. 2. I live in rural Ontario. OVA mileage policy costs me money to travel to events. 3. Work with POC to develop referee symposia and make them available in different areas of Ontario.	6/5/2015 1:58 PM
15	Pay sooner and more often	6/5/2015 1:58 PM
16	Easier access to the adapted rules for each age group. Net heights Procedures..	6/5/2015 1:21 PM
17	Improve the quality of venues, and the practices of the tournament hosts.	6/3/2015 1:13 PM
18	continue to provide information on a regular bases.	6/3/2015 8:33 AM
19	Provide more tournaments for officials and volleyball players to get involved.	6/2/2015 1:04 PM
20	Besides the minor frustrations mentioned above, the OVA is doing a good job from an administrative pov. Developmental and non-administrative communication to officials I feel is the job of the Officials Committee.	6/2/2015 1:03 PM
21	1. Improve access to learning 2. Communication is not the correct word - but greater access to information and contact. (webinars, meetings, etc.) But these must be mandatory. 3. Failure to comply must have consequences.	6/2/2015 11:02 AM
22	Maybe respond to complaints about assignors.	6/2/2015 8:36 AM
23	be made more aware of officiating assignments	6/2/2015 7:25 AM
24	make payments on a more regular time frame	6/1/2015 5:08 PM

OVA Officials Survey - May 2015

25	I think with more consistent updates on procedure changes and rule changes as necessary.	6/1/2015 4:47 PM
26	ran out of time at work to answer this.	6/1/2015 3:12 PM
27	Sponsor our attendance at Sudbury tournaments More contact from ROC for evaluation, updates etc. in the Sault we never see them	6/1/2015 2:39 PM
28	I am retiring	6/1/2015 1:30 PM
29	Not send out e-mails in response to questions like "Why are you e-mailing me?" Provide answers and feed back. I worked every provincial from the start at RIM park - I plan holidays and family events to make sure I am free to work. I do every thing you ask - This year I was not assigned because YOU screwed up. and then would not change it	6/1/2015 10:28 AM
30	Provide summarized rule updates perhaps in video format where applicable.	6/1/2015 7:56 AM
31	Registering for an officials clinic is confusing for candidates. They have to register in two different places if they are not already registered as a coach or a player. Perhaps the steps could be explained on the website more clearly before using NRS.	6/1/2015 12:26 AM
32	More clinics for officials	5/31/2015 4:15 PM
33	* Make the process for moving up levels be seamless and transparent How is it done. Who is responsible. Make it easy to approach those involved. Change the OVA rules to prevent irate/unreasonable coaches from approaching officials after a match ie. the Doug Dodd incident at the OVA provincials	5/31/2015 3:26 PM
34	I have felt supported by the OVA. Anytime I have contacted the office either to set up an officiating clinic, or to get help with the registration process, I was helped/assisted immediately	5/31/2015 3:11 PM
35	More resources online for officials? Other than that, nothing really. Arbitrator is good by underutilized especially messaging.	5/29/2015 1:49 PM
36	Provide an opportunity for senior officials to come up to Thunder Bay to help with evaluations and mentorships to our local officials	5/29/2015 1:40 PM
37	See 19	5/29/2015 9:31 AM
38	ensure everyone gets the same info	5/28/2015 3:14 PM
39	not sure	5/28/2015 12:59 PM
40	The OVA needs to find ways to allow the officials and the Officials Committee to be even more autonomous. Perhaps additional funding needs to be put in place to permit officials greater opportunities to interact within their community, initiate additional programs to work with officials as they develop as officials. Along with the officials committee even better communication needs to be considered.	5/28/2015 11:29 AM
41	the officials need to be an independent organization where all registered officials have an equal vote when it comes to electing all individuals to all positions	5/28/2015 1:43 AM
42	Don't know.	5/28/2015 1:40 AM
43	Read the answer from question 19	5/27/2015 9:42 PM
44	more practical instruction as how to upgrade to higher level	5/27/2015 9:42 PM
45	They are doing a fine job	5/27/2015 9:22 PM
46	You are doing an excellent job so far.	5/27/2015 8:59 PM
47	That is too big of a question for a little guy like me.	5/27/2015 8:47 PM
48	subsidize official shirts and pants	5/27/2015 8:19 PM
49	maybe more focus on referees ie. monthly newsletter. There are a few nugget every once a-in a while in the weekly stuff.	5/27/2015 8:11 PM
50	By providing or communicating resources, if available, to which a referee can access to help improve their game.	5/27/2015 8:02 PM
51	We need an easily accessible spot for officials, players, coaches, parents to find the rules as adapted for each age group or association (OUA, CIS, OCAA, OFSAA etc)	5/27/2015 8:01 PM
52	Provide notices where there is a need for refs.	5/27/2015 7:07 PM
53	Information in french.	5/27/2015 5:50 PM
54	Ensure the Provincial Officials Committee functions according to its mandate as stipulated in our guidelines. Eliminate the 50 km bubble for travel . There is already talk coming out of the GTA to separate from the OVA.	5/27/2015 5:28 PM

OVA Officials Survey - May 2015

55	Run open forum clinics, open upgrading	5/27/2015 5:08 PM
56	No response	5/27/2015 4:47 PM
57	n/a	5/27/2015 4:27 PM
58	Maintain current level of communication	5/27/2015 3:50 PM
59	- don't think they can	5/27/2015 3:28 PM
60	Nothing in particular.	5/27/2015 3:13 PM
61	Occasional feedback during season - even an email to see how things are going would be nice, at least For the first couple of seasons.	5/27/2015 3:11 PM
62	Provide mentorship to all officials both during and out of upgrading programs.	5/27/2015 2:51 PM
63	Not required.	5/27/2015 1:53 PM
64	Somehow provide value to me, as an official. I don't see any value at the present time.	5/27/2015 1:36 PM
65	Provide annual recertification clinics with an examination component, more paid support for evaluations and training, more opportunities to officiate outside of regions where not a lot of volleyball occurs, increase mileage payments to be in line with government rates.	5/27/2015 1:20 PM
66	Give us more information on events in advance and pay us more regularly	5/27/2015 1:17 PM
67	More clinics for new systems and rule changes	5/27/2015 12:59 PM
68	More public access to assigners of all regions and levels of play	5/27/2015 12:30 PM
69	N/A	5/27/2015 12:16 PM
70	Survey too long - respondent fatigue.	5/27/2015 11:45 AM
71	Keep records and data on referees to be sent to the FIVB.	5/27/2015 11:36 AM
72	Have resources in Northern ONt.	5/27/2015 11:27 AM
73	Communication, evaluation,	5/27/2015 11:22 AM
74	N/A	5/27/2015 11:22 AM
75	Allow me to officiate in the role I would like without having to be a certain level, ie...I would like to be able to score and line only at higher level competition but do not have the time to upgrade my overall certification	5/27/2015 11:13 AM
76	Stop the idea of information being sent by ROCs. Just send out the info to all the officials. ROC model is not needed anymore with the Internet	5/27/2015 10:52 AM
77	Figure out a way to fine parents/coaches for verbal abuse and make it stick.	5/27/2015 10:51 AM
78	1. Pay more for matches 2. Eliminate lunch breaks at OVA tournaments	5/27/2015 10:34 AM
79	Again, I don't feel a lack of support from the OVA. I have participated in conversations where it has been said the OVA does not support senior athletes, especially in the Beach Game so many of the Senior Athletes no longer participate in OVA tournaments.	5/27/2015 10:24 AM
80	See above	5/27/2015 10:24 AM
81	there needs to be more communication from tournament assignors, when are the tournaments , where are the tournaments and which ones would I be available for. When Teresa was more involved in assigning , I at least had some opportunity to referee tournaments. This past year was a total disappointment as I had no invitation to referee in my own region, except for the one time when the assignor missed assigning referees for that tournament at Sir Thomas Aquinas S.S. I was called last minute as I live close by and assisted them in their dilemma. I was happy to be able to help out, but I would prefer prior notification of upcoming tournaments and make a choice of which tournaments I would be available for. I also helped out at a tournament in Richmond Hill this past season as i was willing to drive there. I did not like how I was treated by that head referee.	5/27/2015 10:21 AM
82	I live it up to them	5/27/2015 10:17 AM
83	Better communication with the refs regarding training, clinics and resources would be helpful	5/27/2015 10:16 AM
84	Increase pay rates so that an official earns the following for what typically amounts to a 10 hour day \$200 day on the beach \$250 day indoors eliminate my annual membership fee Provide a means for ongoing mentorship...a point of contact to discuss situations that come up during officiating, who can assess me regularly during the season with the goal of helping me improve	5/27/2015 10:13 AM

OVA Officials Survey - May 2015

85	Bringing coaches and officials together to get a better understanding of the game and lay out questions and concerns.	5/27/2015 10:12 AM
86	Provide heavy sanctions outside of the match for participants that have been expelled/disqualified from a match.	5/27/2015 9:57 AM
87	Make clear the role of governance to all members.	5/27/2015 9:50 AM
88	Develop a policy or system to make official committee more accountable to all its members, not just those in the clique.	5/27/2015 9:40 AM
89	Not necessary	5/27/2015 9:30 AM
90	Maybe add highlights in the booklet, also a section on making calls for some tricky situations.	5/27/2015 9:28 AM

Q25 How can the Ontario Volleyball Association Officials Committee better support you?

Answered: 83 Skipped: 99

#	Responses	Date
1	Provide officials to watch matches (maybe shared between 3 tournaments close together) and debrief	6/19/2015 11:50 AM
2	The refereeing component could have it's own newsletter or form of communication, provincially, to minimize the infighting between regions. Officials committe should regularly communicate with the refs.	6/18/2015 9:42 AM
3	More surveys	6/11/2015 10:58 PM
4	See above.	6/11/2015 11:06 AM
5	I will say again, that they need to improve the MILEAGE rate.. Sometimes, because we are trying to help out where ever we can, as in, People are asked sometimes to help out at an OVA tournament , out of town.. They have to get up at 5am, get on the road by 6 or earlier, drive 2 hours or more to a tournament, thats 4-5 hours total, coming home.. Go to a tournament, that pays OK fees but terrible travel. Sometimes a 15 hours day.. Really , they should be put up in a hotel, either the night before, or after the tournament, and be paid better mileage, and some per-diem. We are asking our officials for way too much.. People are getting tired of doing to much for nothing.	6/11/2015 9:26 AM
6	More communication all the way to all officials in the province, to ensure we are all on the same page and understand the importance of consistent application of rules and sanctions.	6/8/2015 8:46 AM
7	Improved online access to rules, strategies and procedures. More video resources for rules and procedures.	6/6/2015 8:18 PM
8	not sure	6/6/2015 10:21 AM
9	They've alrwyd done an amazing job providing lots of useful sessions and feedback	6/5/2015 11:07 PM
10	report coaches that teach their players unsportsmanlike conduct through their own conduct	6/5/2015 10:02 PM
11	Help feel more connected Welcome the younger officials more	6/5/2015 6:41 PM
12	Be more transperant about how the referring system works.	6/5/2015 6:29 PM
13	See above	6/5/2015 3:40 PM
14	Videos and money for officials to help train officials. Tony is not doing as good a job as he should. This comijng from me who was presidetn for 10 years and Head official for 10 years.	6/5/2015 3:09 PM
15	It functions pretty well with the confines of its mandate.	6/5/2015 1:58 PM
16	?	6/5/2015 1:58 PM
17	Assist with the above. Stricter evaluation process of current officials..	6/5/2015 1:21 PM
18	Provide more opportunities for feedback and evaluation throughout the season. Not just at Championships.	6/3/2015 1:13 PM
19	as above	6/3/2015 8:33 AM
20	As a senior official in a smaller market I would like more communication on opportunities to travel across regional lines for tournaments or matches. I would like more communication on how ODF funds can be accessed to pay for Head Officials at tournaments so that a Head Official can evaluate/coach the other refs working. If we could put into place a more formal Mentorship program, this could help with development of newer officials as well. I find that individual areas come up with their own systems, but something more formalized coming from OVA could provide more opportunities for improvement/upgrading. I don't feel the Region 6 Official's Chairperson disseminates information well to level 1 and 2 refs in our area. If people feel out of the loop, they will lose interest.	6/2/2015 1:03 PM
21	Ditto.	6/2/2015 8:36 AM
22	by making thing clear on rules and protocols	6/2/2015 5:50 AM
23	keep the information coming	6/1/2015 5:08 PM
24	ran out of time at work to answer this.	6/1/2015 3:12 PM
25	Already answered this, in conferences, symposiums, online courses and practice training	6/1/2015 1:56 PM

OVA Officials Survey - May 2015

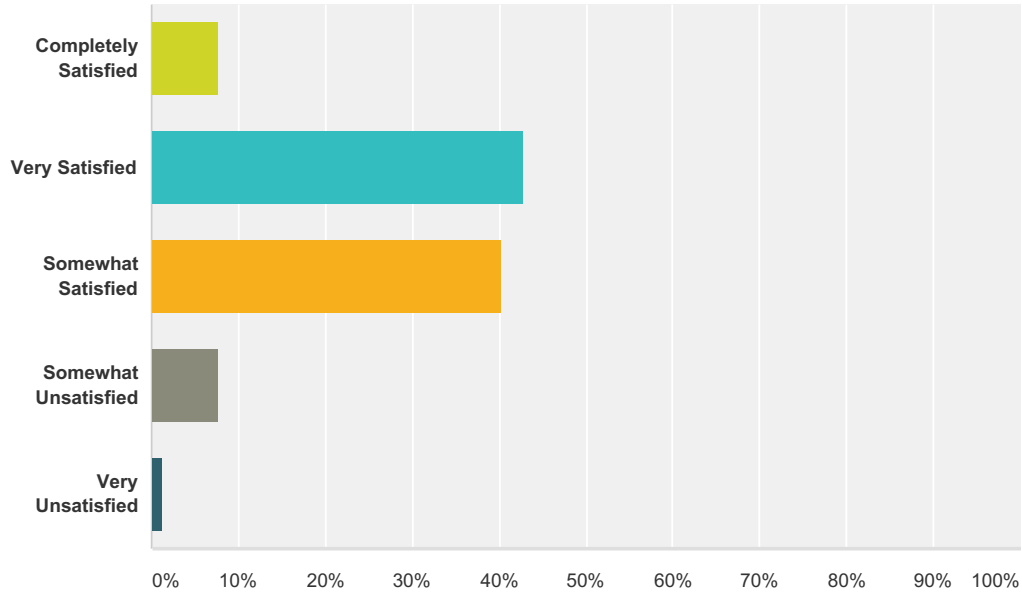
26	When I fill in a form to say I want to work - respond with an answer that you have the information .	6/1/2015 10:28 AM
27	Petty but....a professional looking officials bag big enough that holds a ball and shoes and flags would be greatly appreciated as an option to buy / order	6/1/2015 12:26 AM
28	At this early stage in my career I am pleased with the support I have received.	5/31/2015 5:46 PM
29	provide a chance to meet with other officials to discuss issues once in a while	5/31/2015 4:15 PM
30	Not applicable to me personally. I feel supported by my Regional Officials Chair (region 4). and my local assignor	5/31/2015 3:11 PM
31	Mentoring Ability to known outside of immediate area and availability outside of immediate area for assignments if willing. Region 3 is very big.	5/29/2015 1:49 PM
32	Provide an opportunity for senior officials to come up to Thunder Bay to help with evaluations and mentorships to our local officials	5/29/2015 1:40 PM
33	See 19 - continued professional development.	5/29/2015 9:31 AM
34	provide leadership to entire province	5/28/2015 3:14 PM
35	Clinics	5/28/2015 12:59 PM
36	Programs need to be developed that allow for senior officials to be present at OVA tournaments to work with the newer, less experienced and upgrading officials on a regular and frequent basis. Provide better feedback to all officials on an ongoing and frequent basis related to rule interpretations, situations occurring, protocols and other related info that may be of value to all refs. I think also changing the perception that may exist by some that the OVA is not really inclusive and prepared to engage all officials in what opportunities exist and how they can have input in what is happening or being developed.	5/28/2015 11:29 AM
37	general monthly correspondence (by email) to all officials highlighting areas of interest or of concern	5/28/2015 1:43 AM
38	Don't know.	5/28/2015 1:40 AM
39	Just continue as you are.	5/27/2015 9:42 PM
40	more practical instruction as how to upgrade to higher level	5/27/2015 9:42 PM
41	Provide mentor ship programmes and work with officials who do not do ova tournaments	5/27/2015 9:41 PM
42	Reduce the ambiguity of some rules....catch, double hit	5/27/2015 9:22 PM
43	Provide more ongoing opportunities for new officials to learn the nuances of the game of volleyball. Officiating is as much an art as it is a science.	5/27/2015 8:59 PM
44	can't help you there either.	5/27/2015 8:47 PM
45	ask for feedback offer clinics opportunities for collaboration with other officials	5/27/2015 8:19 PM
46	year start advice/info in September when the indoor season starts up.	5/27/2015 8:11 PM
47	I have nothing but good things to say about the Officials Committee, they have been very supportive and are quick to send a response to any concerns I might have had.	5/27/2015 8:02 PM
48	We need an easily accessible spot for officials, players, coaches, parents to find the rules as adapted for each age group or association (OUA, CIS, OCAA, OFSAA etc)	5/27/2015 8:01 PM
49	No comment right now	5/27/2015 7:07 PM
50	See my previous comment. They need to function according to our guidelines. Andrew Cameron is essentially running the province by himself.	5/27/2015 5:28 PM
51	A regional update,	5/27/2015 5:08 PM
52	More opportunities for sharing experiences with other officials, guided by those with experience.	5/27/2015 4:47 PM
53	n/a	5/27/2015 4:27 PM
54	Continue current level of communication	5/27/2015 3:50 PM
55	- don't know	5/27/2015 3:28 PM
56	Same as queston 20.	5/27/2015 3:13 PM
57	See above	5/27/2015 3:11 PM
58	Contact us. Let us know that you are there to support us. (I did not know that this existed)	5/27/2015 2:51 PM

OVA Officials Survey - May 2015

59	I am not sure of the vision or mission of the OVA Officials Committee. Communication out to the officials in the field what support services are in place for us to take advantage of....and if they need volunteers to assist in this area	5/27/2015 1:36 PM
60	Increased communication, Emails, notification to all officials of what business comes before the committee and what decisions are, etc.	5/27/2015 1:20 PM
61	Keep us up to date one events and opportunities for up and coming refs to advance their knowledge and badge level	5/27/2015 1:17 PM
62	More clinics for newer referees	5/27/2015 12:59 PM
63	Personally, I am very satisfied with the support I get from the officials committee.	5/27/2015 12:34 PM
64	provide more learning tools as mentioned on previous page	5/27/2015 12:16 PM
65	Survey too long - respondent fatigue.	5/27/2015 11:45 AM
66	N/A	5/27/2015 11:36 AM
67	see above	5/27/2015 11:27 AM
68	Communication and evaluation, Links to online information showing different rules situations	5/27/2015 11:22 AM
69	N/A	5/27/2015 11:22 AM
70	Can't think of anything.	5/27/2015 11:10 AM
71	More communication from the central body rather than the out-dated Regional Model.	5/27/2015 10:52 AM
72	Continuous training when not in a program.	5/27/2015 10:51 AM
73	I am not looking for any support. But thanks for asking.	5/27/2015 10:24 AM
74	See above	5/27/2015 10:24 AM
75	better communication through e-mails as to what is going on in our regions.	5/27/2015 10:21 AM
76	More feedback	5/27/2015 10:17 AM
77	More resources for learning and development as a Jr reff will help to support me and allow me to grow and be a better ref faster.	5/27/2015 10:16 AM
78	see above	5/27/2015 10:13 AM
79	More mentoring and feedback at OVA Youth tournaments.	5/27/2015 10:12 AM
80	Provide on going mentorship of all officials.	5/27/2015 9:50 AM
81	Ontario is divided into regions. Some regions have more college and university ball then other regions, so those officials receive more matches. Conversely some of the regions with little high level ball have the highest number of senior officials. We are all members of the OVA and therefore should be offered the opportunity to do matches throughout the province. The current practice of asking and begging for matches outside of the region does not suffice.	5/27/2015 9:40 AM
82	Not necessary	5/27/2015 9:30 AM
83	Nothing	5/27/2015 9:28 AM

Q26 Overall, how do you rate your satisfaction with the Ontario Volleyball Association?

Answered: 154 Skipped: 28



Answer Choices	Responses
Completely Satisfied	7.79% 12
Very Satisfied	42.86% 66
Somewhat Satisfied	40.26% 62
Somewhat Unsatisfied	7.79% 12
Very Unsatisfied	1.30% 2
Total	154

#	Please explain your rating:	Date
1	Work towards their mission and are continuing to develop volleyball as a premier sport in Ontario.	6/19/2015 11:51 AM
2	Referees seem to be a necessary evil in the OVA - whereas their passion and belief in the game is vital to it's growth.	6/18/2015 9:43 AM
3	The OVA does an excellent job of supporting the sport of volleyball.	6/11/2015 11:17 AM
4	They need to improve the evaluation process. Improve the Upgrade Process. Improve the Mileage for travel.	6/11/2015 9:27 AM
5	You do a good job at what you do, but I think that increased support of the Officials Committee and focus on official recruitment/retention/development from the OVA would help make the committee's work much more effective	6/8/2015 8:47 AM
6	Since email there is more communication - before email you got your rule book for your registration fee then it was up to you to contact assigners. Now you can get some type of feedback from the internet.	6/6/2015 7:53 PM
7	not much involvement on my part	6/6/2015 10:22 AM
8	Especially in then past and even now I know many of the staff and some of the board and find the staff very good to work with. I feel they have excellent leadership with in the Executive Director.	6/5/2015 2:01 PM

OVA Officials Survey - May 2015

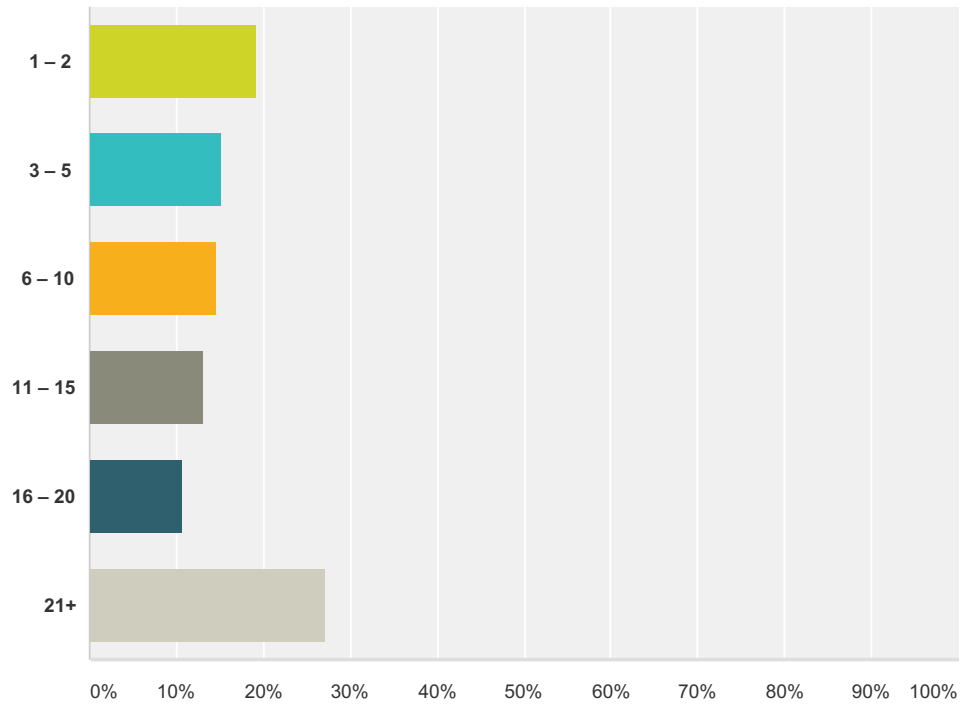
9	I have only been with the OVA for a year, and was not very involved due to personal commitments. As such, I didn't interact very much with the OVA, so my rating is fairly average as I don't have much to go off of.	6/5/2015 1:09 PM
10	I cannot explain much do to the lack of experience I have and since I am barely a 2 week old official	6/2/2015 1:05 PM
11	Overall excellent staff, excellent volunteers and excellent people committed to making volleyball better in Ontario. Always room for tweaking, but keep up the good work! :)	6/2/2015 1:04 PM
12	The OVA do a very job in supporting referee development and in general access to the game. It is a growing organization in a very challenging time for sport in Ontario. Community clubs are becoming much more sophisticated and this could be a challenge for The Association has it attempts to not only manage these challenges but prepares for the future. The future for amateur sport in Ontario is at the community level. Therefore there will always be the challenge to balance high performance with community/club development.	6/2/2015 11:06 AM
13	a lot of good people doing large amounts of work to keep everything on track	6/2/2015 7:26 AM
14	Not much support for me as an individual	6/1/2015 8:03 PM
15	Lack of local (London) refereeing opportunities. Others outside of London e.g Stratford, Chatham, and Ancaster, have been understanding and accommodating.	6/1/2015 5:29 PM
16	I enjoy what I'm doing.	6/1/2015 3:12 PM
17	No contact, unless initiated by us. No clinician locally no feedback from anyone	6/1/2015 2:41 PM
18	Have little to do with OVA, mostly refereeing for High Schools, and Elementary. Received very few invitations to ref for OVA	6/1/2015 1:58 PM
19	I have not been involved at that level lately and don't really care.	6/1/2015 1:31 PM
20	I have been a volleyball official for over 30 years. I live in Kitchener Waterloo, I have worked every provincial final at RIM park since it started, I don't cost the OVA anything in mileage or hotel fees. I worked OVA tournaments ranging from U13 triple ball to U18 boys Premier - If wrote the exams many times, I filled in the form indicating when I could work at RIM park (Weeks 1 &2) and yet I was not assigned. Official that cost a lot of money (mileage & hotels) and who are not as good as I am nor have the experience I have were assigned. AND when I asked why I was given a rude reply or no reply. Then was told I didn't apply - when I did.	6/1/2015 10:35 AM
21	They have the players best interests.	5/31/2015 4:15 PM
22	* scheduling of officials at provincials has been very poor in the two years that I have been involved. The officials commit months before and then are not told if they are officiating sometimes until the week that the tournament is running.	5/31/2015 3:28 PM
23	Need to explain costs better.	5/29/2015 9:31 AM
24	See #19	5/28/2015 6:29 PM
25	Most of us tend to work in a vacuum. Unless we get to club ball tournaments or OFSSA, the OVA is rarely a consideration. We just keep showing up and doing our jobs. The OVA is neither a distraction nor an addition to our regular assignments. This is kind of a tough question to answer with precision. I have never had someone from the OVA come up to me at a major event and say, "Hey, how are things going?" And have some dialogue. But then, I'm only a small cog in the big machine, and have not tried to get too much into the internal workings of what makes the Association work and what obstacles the Association is facing.	5/28/2015 2:59 PM
26	There is always room to enhance the work that is going on.	5/28/2015 11:30 AM
27	lack of democracy	5/28/2015 1:43 AM
28	I have experienced no problems involving the OVA.	5/28/2015 1:41 AM
29	I am very satisfied with what I have done indoors But need to work harder at the beach program with the travelling	5/27/2015 9:45 PM
30	So far any issues I have had have been answered. I have improved by being able to participate in the Ontarios'. Pay scale is good. Rules are changing as the Game is changing.	5/27/2015 9:26 PM
31	Every organizational group has to deal with the practically insurmountable problems of personal political agendas.	5/27/2015 8:50 PM
32	I have felt supported as a referee, been given many opportunities that I appreciate and have only had positive experiences while being an OVA member.	5/27/2015 8:04 PM
33	I haven't had much experience to say anything negative for now	5/27/2015 7:08 PM
34	there is always room for inprovement but some things depend of money availability	5/27/2015 5:53 PM
35	I have never had any problems with it.	5/27/2015 5:32 PM

OVA Officials Survey - May 2015

36	It does many things well, but the problem has always been from an officials point of view that too many of the board are associated with universities or colleges and that is a huge conflict of interest. Only club directors/coaches should be eligible to sit on the board.	5/27/2015 5:31 PM
37	While leaving as an official I am still pleased with the progress OVA has made at advancing players skills and the quality of the game.	5/27/2015 4:28 PM
38	Difficult to rate, my direct involvement with the OVA is very limited; so, from my perspective, I am very satisfied.	5/27/2015 3:14 PM
39	More support and feedback before the OVA weekend would be nice.	5/27/2015 3:12 PM
40	I feel OVA officials are underpaid and under supported.	5/27/2015 2:52 PM
41	Early in my career I saw value from the OVA but in the past 5 to 7 years I am not sure of the value that I am getting from the OVA	5/27/2015 1:37 PM
42	Much more can be done to develop, evaluate, promote, and educate officials in the sport throughout the entire province. It seems like the OVA is more interested in making money off of new/existing volleyball clubs rather than developing the sport.	5/27/2015 1:21 PM
43	Frustrating and unorganized most of the time but got the job done	5/27/2015 1:18 PM
44	local	5/27/2015 1:15 PM
45	Have not had many interactions to give an honest opinion	5/27/2015 12:48 PM
46	Too new to know how it actually works.	5/27/2015 12:43 PM
47	I have not had any issues with the OVA	5/27/2015 12:26 PM
48	Not much to do with them.	5/27/2015 11:28 AM
49	Havent done many ova tournament but dont like that the parents do the scoresheet some have no idea what there doing	5/27/2015 11:23 AM
50	I think the ova is doing outstanding work. My complaints are mostly minor.	5/27/2015 11:22 AM
51	Have had too many unresolved issues over the years	5/27/2015 11:16 AM
52	See my answers.	5/27/2015 11:10 AM
53	Always room for improvement! It is rapidly growing and we must keep up with changes to ensure the growth continues to provide a safe, enjoyable environment for all involved.	5/27/2015 10:53 AM
54	They do a great job. Always ways to do things better but for the most part my experiences are positive.	5/27/2015 10:46 AM
55	Money hungry association attempting to assist Volleyball Canada.	5/27/2015 10:35 AM
56	As an official, I am able to do all I want and enjoy my officiating experience.	5/27/2015 10:32 AM
57	As stated previously, I have no ambition to advance through the ranks. That flame was extinguished long ago by pompous senior officials who treated most Local Officials like cockroaches. I thought "Why would I aspire to be like them or spend more time with them than is absolutely necessary?" Once I understood the simple answer to that question, every subsequent decision was easy.	5/27/2015 10:30 AM
58	Good people doing their Best	5/27/2015 10:25 AM
59	I would like the opportunity to referee more next season as this past season was a total disconnect. Only 2 tournaments the whole season.	5/27/2015 10:23 AM
60	On the whole I think the OVA does a great job in organizing leagues and tournaments they do a poor job of supporting new refs...seems like it's a relatively easy fix...yes adding a supervising ref to tournaments adds a cost but likely a lot less than continually having to find new refs	5/27/2015 10:17 AM
61	I have been treated very well by the organization. I believe they continue to work hard and rectify any issues they come up against. I will always support the OVA out of my immense gratitude for the opportunities I have been given to improve my officiating and use officiating to better myself in my career.	5/27/2015 10:15 AM
62	I pay OVA fees not region fees. I should not be stuck in my region unless I choose to beg for matches elsewhere.	5/27/2015 9:41 AM

Q27 How many years have you been refereeing volleyball?

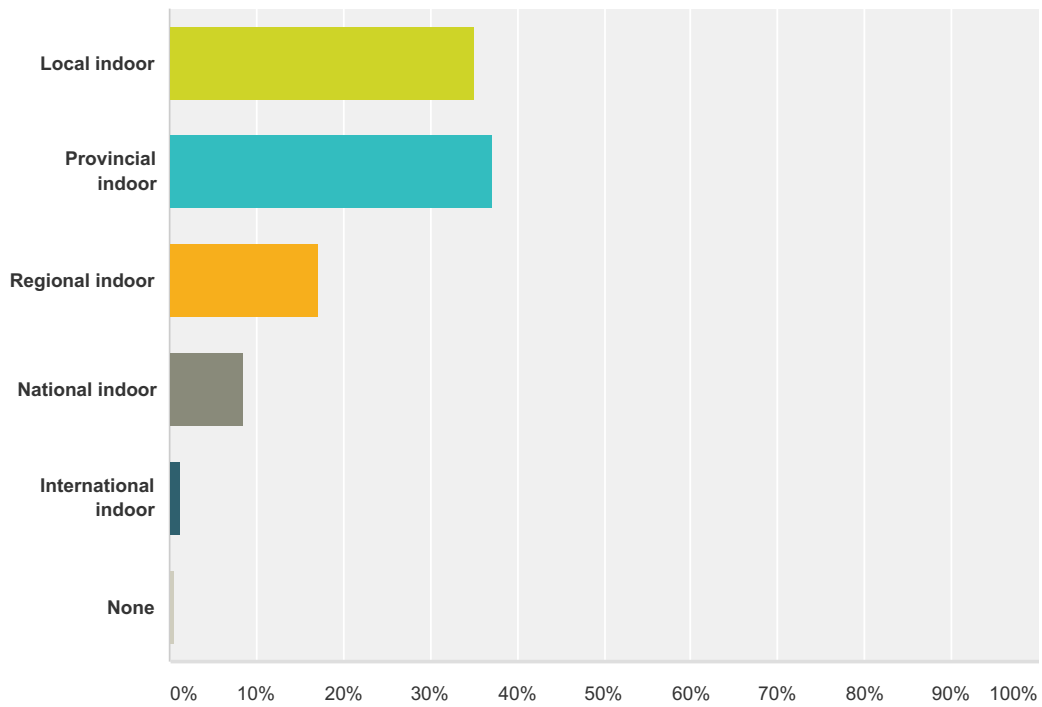
Answered: 151 Skipped: 31



Answer Choices	Responses
1 - 2	19.21% 29
3 - 5	15.23% 23
6 - 10	14.57% 22
11 - 15	13.25% 20
16 - 20	10.60% 16
21+	27.15% 41
Total	151

Q28 What is your highest level of Indoor refereeing certification?

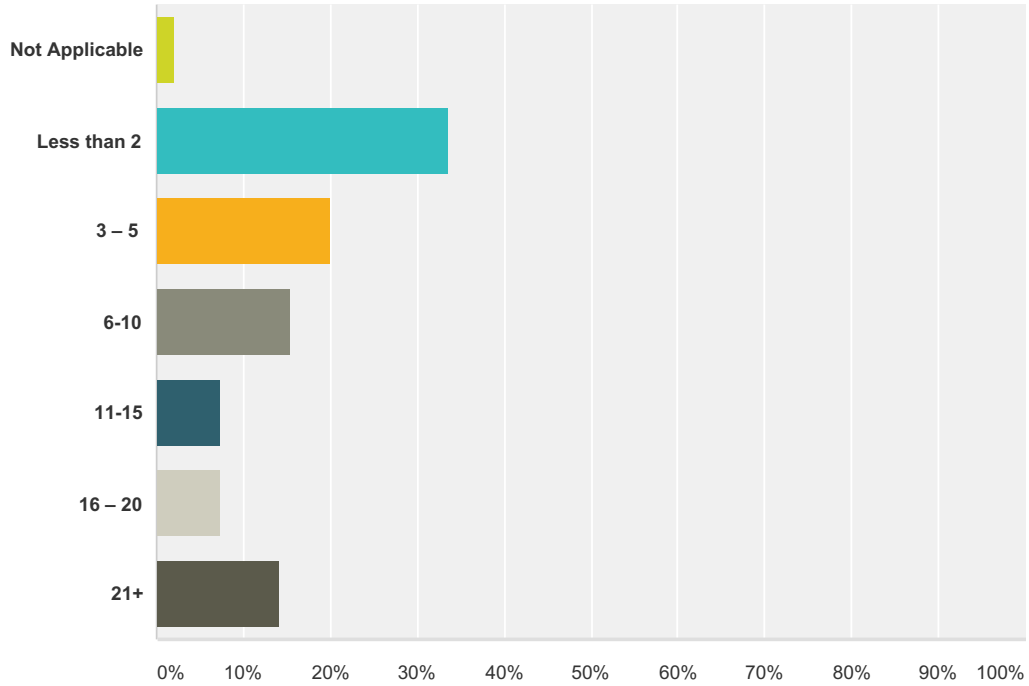
Answered: 151 Skipped: 31



Answer Choices	Responses	
Local indoor	35.10%	53
Provincial indoor	37.09%	56
Regional indoor	17.22%	26
National indoor	8.61%	13
International indoor	1.32%	2
None	0.66%	1
Total		151

Q29 How many years have you been refereeing at your current Indoor certification level?

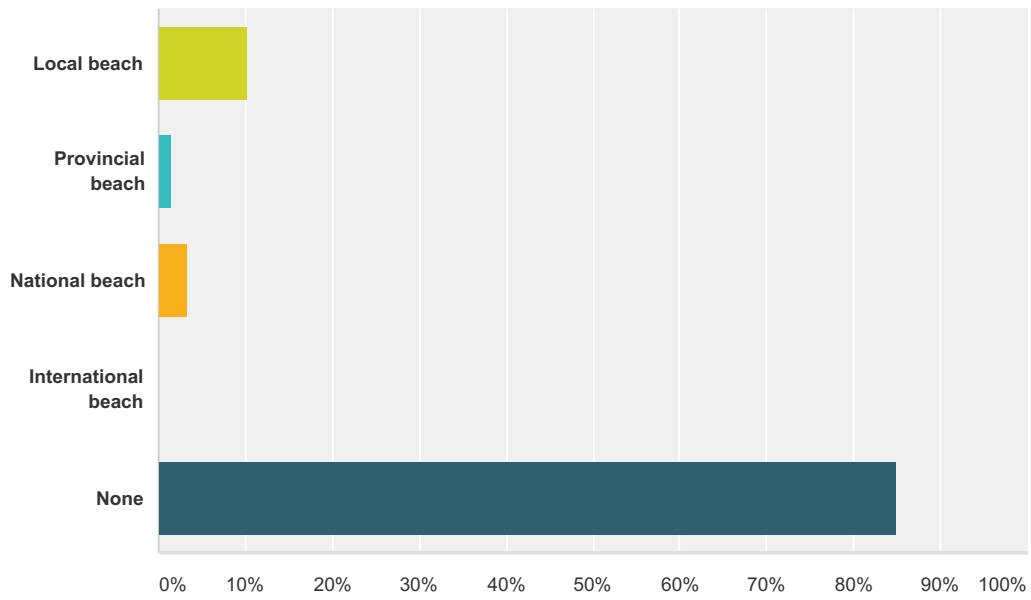
Answered: 149 Skipped: 33



Answer Choices	Responses
Not Applicable	2.01% 3
Less than 2	33.56% 50
3 - 5	20.13% 30
6-10	15.44% 23
11-15	7.38% 11
16 - 20	7.38% 11
21+	14.09% 21
Total	149

Q30 What is your highest level of Beach refereeing certification?

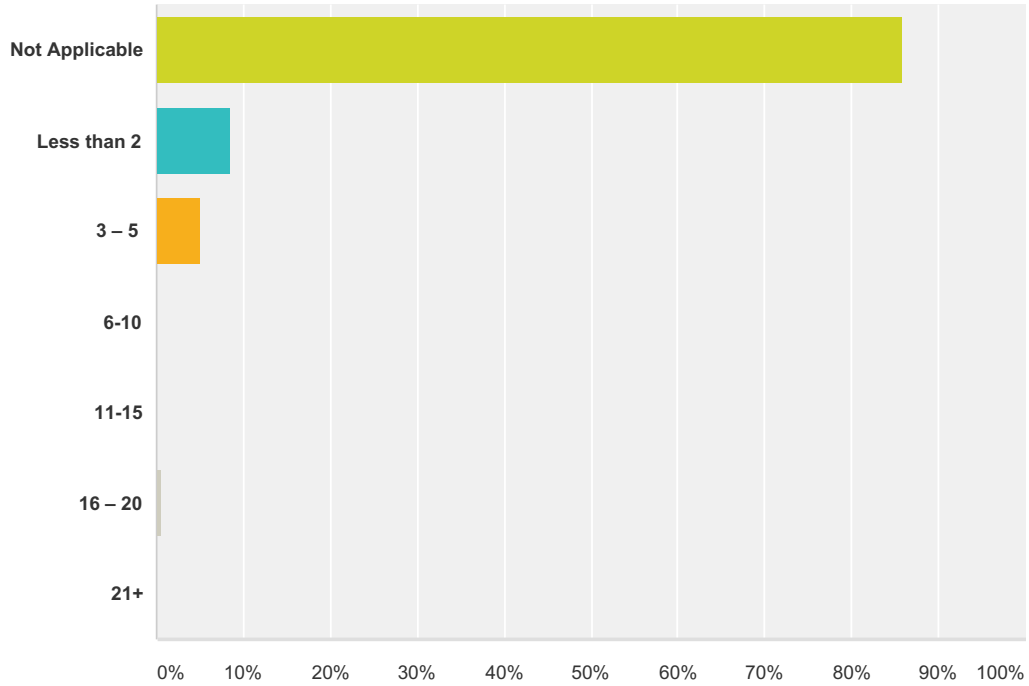
Answered: 147 Skipped: 35



Answer Choices	Responses	Count
Local beach	10.20%	15
Provincial beach	1.36%	2
National beach	3.40%	5
International beach	0.00%	0
None	85.03%	125
Total		147

Q31 How many years have you been refereeing at your current Beach certification level?

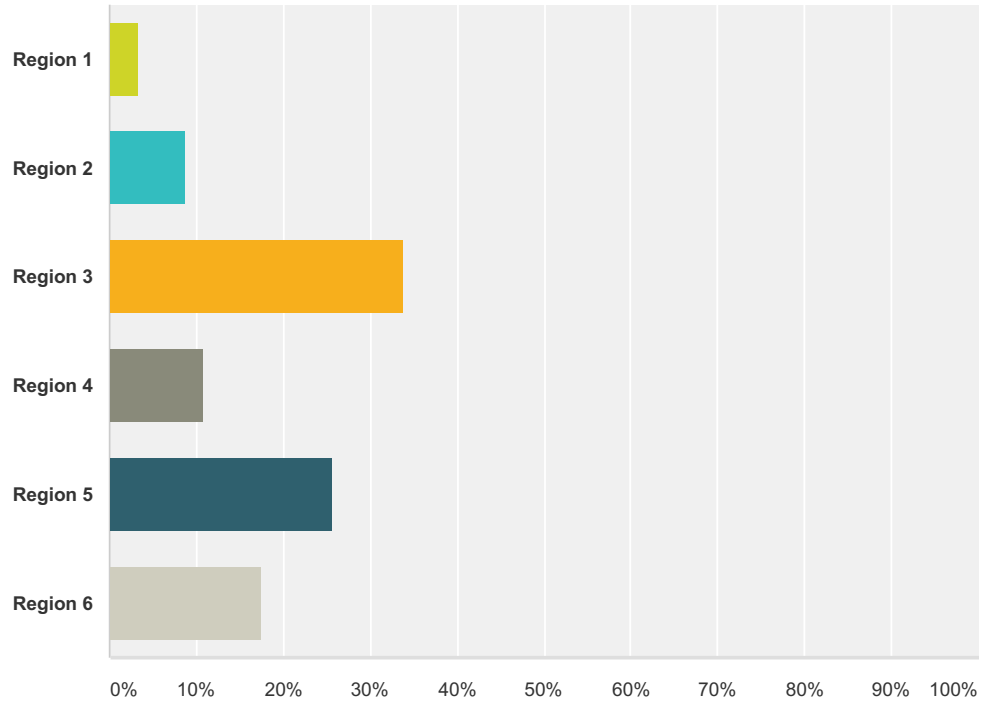
Answered: 141 Skipped: 41



Answer Choices	Responses	
Not Applicable	85.82%	121
Less than 2	8.51%	12
3 - 5	4.96%	7
6-10	0.00%	0
11-15	0.00%	0
16 - 20	0.71%	1
21+	0.00%	0
Total		141

Q32 Where do you live?

Answered: 148 Skipped: 34

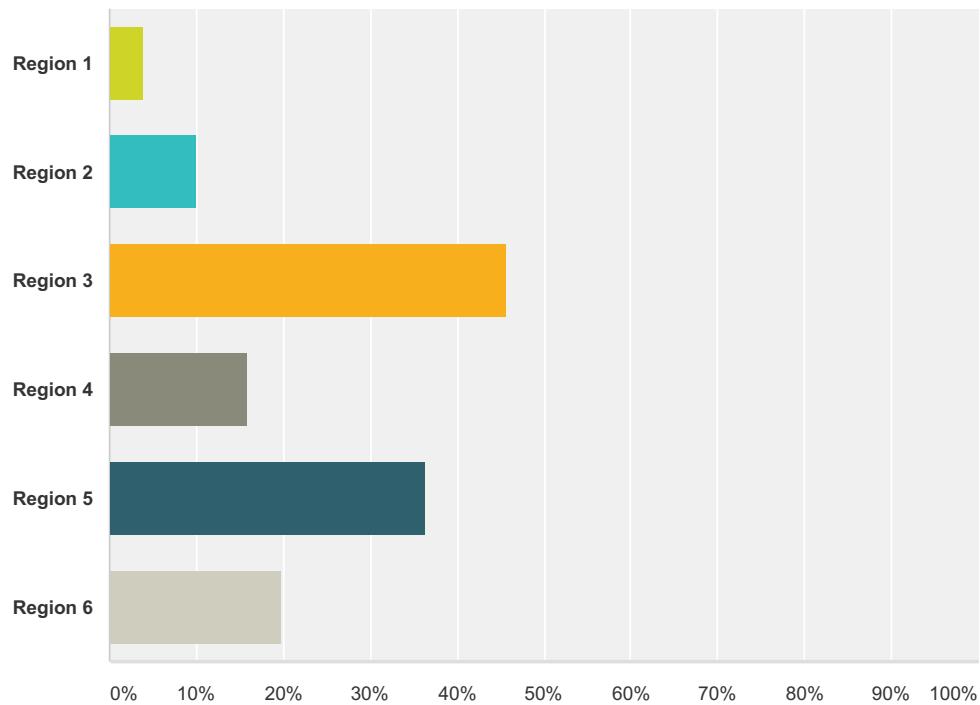


Answer Choices	Responses	
Region 1	3.38%	5
Region 2	8.78%	13
Region 3	33.78%	50
Region 4	10.81%	16
Region 5	25.68%	38
Region 6	17.57%	26
Total		148

#	Other (please specify)	Date
1	between 2 and 5	5/31/2015 5:48 PM
2	North of Huntsville	5/28/2015 9:26 AM
3	If that is North Central Northern Ontario, that is where I am	5/27/2015 11:29 AM
4	Oakville On	5/27/2015 10:42 AM
5	Kingston	5/27/2015 10:26 AM
6	Georgetown	5/27/2015 9:31 AM

Q33 Where do you referee (check all that apply)?

Answered: 151 Skipped: 31



Answer Choices	Responses
Region 1	3.97% 6
Region 2	9.93% 15
Region 3	45.70% 69
Region 4	15.89% 24
Region 5	36.42% 55
Region 6	19.87% 30
Total Respondents: 151	

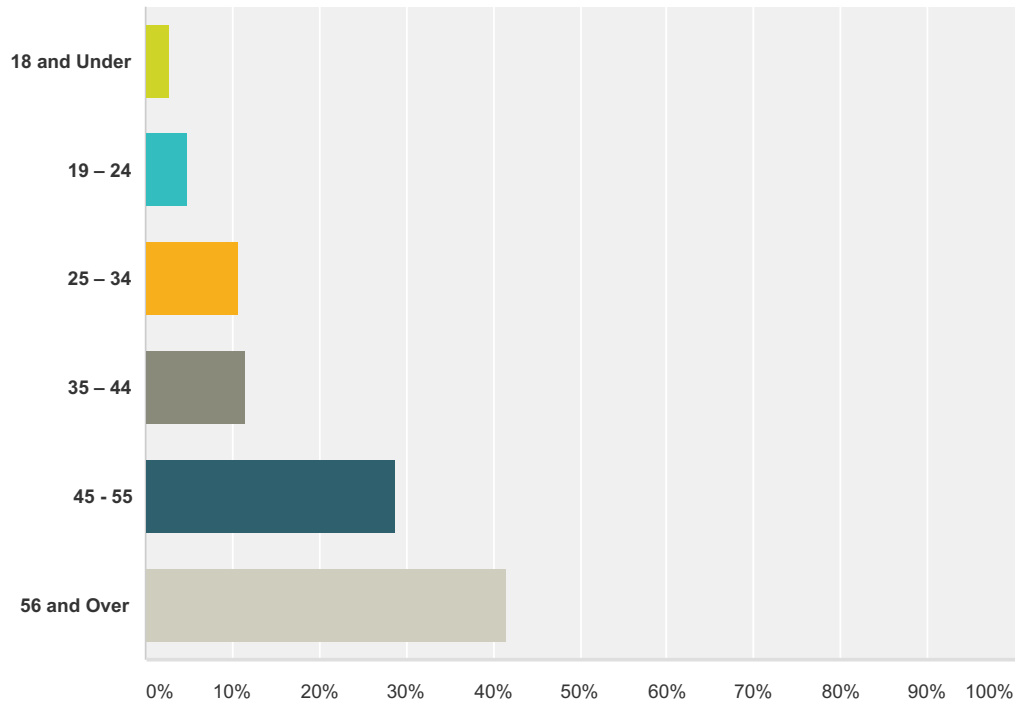
#	Other (please specify)	Date
1	i sometime help Kingston out	6/2/2015 5:55 AM
2	mostly 5 geographically closest	5/31/2015 5:48 PM
3	Provincials	5/31/2015 3:29 PM
4	Live in K-W, but have reffed in Stratford, Niagara and owuld like to do more outside of immediate area, but within Region.	5/29/2015 1:51 PM
5	U.S.	5/29/2015 9:33 AM
6	South River	5/28/2015 9:26 AM
7	USA	5/27/2015 5:32 PM
8	whatever region Richmond Hill is in	5/27/2015 10:42 AM

OVA Officials Survey - May 2015

9	Where I'm tasked	5/27/2015 10:26 AM
---	------------------	--------------------

Q34 What is Your Age?

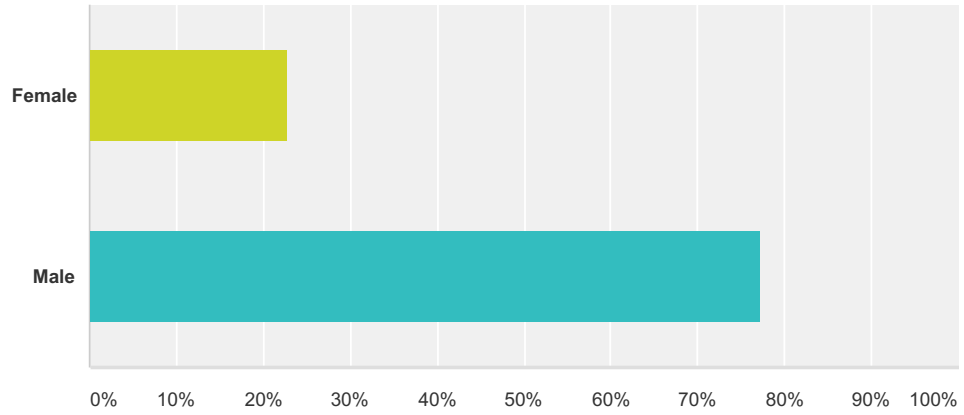
Answered: 149 Skipped: 33



Answer Choices	Responses
18 and Under	2.68% 4
19 - 24	4.70% 7
25 - 34	10.74% 16
35 - 44	11.41% 17
45 - 55	28.86% 43
56 and Over	41.61% 62
Total	149

Q35 What is Your Gender?

Answered: 149 Skipped: 33



Answer Choices	Responses
Female	22.82% 34
Male	77.18% 115
Total	149

Q36 If you would like to provide additional feedback to the Ontario Volleyball Association, please use the space below:

Answered: 30 Skipped: 152

#	Responses	Date
1	reminder re rule 20 would be useful every year	6/14/2015 4:53 PM
2	I mentioned a bunch of things in comment boxes as I went along, I want to reinforce some issues. The OVA keeps talking about wanting to move officials up the ladder. Apparently there is room at the International level for a bunch of officials from Canada.. What is the incentive for anyone to become an International Official. Almost every time you mention to someone about working towards the International Program, they say, ARE YOU KIDDING ! Why would I. To get there, you get abused at every level. We should be helping to get there, Not discouraging them. Whats the incentive.. In our area, we help out officials who are trying to move up, because most people can't afford to do what the OVA and or Volleyball Canada, expects of them to move up the ladder. Officials moving up, get paid very poor mileage to go to tournaments, they have to go to , to improve. Sometimes they are told, if you want to move up , you have to sacrifice. Where's the incentive. It is very intimidating to move up to Regional level. Abuse for 2 or 3 years, travel on your own coin, ref for free. Then you get your badge, that you worked so hard for, and you can't ref the level you worked so hard to get your badge for.. OUA, OCAA.. The CIS Regs say, Regional official or higher. Coaches don't like to accept the Regional official, so assigners send National Officials from Out of town, and they are expected to Travel for crap mileage, spend their whole day making this commitment, for a \$70 match fee. Whats the incentive.	6/11/2015 9:44 AM
3	Nope	6/8/2015 8:48 AM
4	Being invited to cAlgary as a young local female official was an amazing experience!	6/5/2015 6:43 PM
5	I would love to see officials and coaches work together to improve the skill sets of our athletes	6/5/2015 3:11 PM
6	Thank you for this opportunity to provide input.	6/5/2015 2:02 PM
7	I feel that I pay big money and get nothing for it from the ova and this has been for many years. if you can tell me why I pay all this money for my current level that would be great but for the past many years I have paid and I still don't know why... I feel that use small people in the trenches work hard and never get any recognition for all the time we have spent helping the sport grow but if something is not right people sure now where to point fingers. It seam that the young people are not trying to get better and take my job they only want the money and run	6/2/2015 6:07 AM
8	Head official Roberta (Ancaster) has been very helpful... a great support to a young and new official. Very difficult to purchase proper size of uniform online (especially pants). Would be nice if each region had a mini "store". Really appreciate the travel compensation.	6/1/2015 5:34 PM
9	good survey, good idea to get some feedback	6/1/2015 5:10 PM
10	not at this time	6/1/2015 3:14 PM
11	Thank you for supporting the Officials with structure and information.	6/1/2015 12:29 AM
12	N/A	5/29/2015 9:33 AM
13	My general comment relates to officials but likely applies to other areas as well. Over the years the input of the individual member has been continually eroded and in my opinion is not the direction to go. Membership that feels engaged and valued should be a goal to strengthen any organization. Electronic surveys provide some limited input but the face to face participation of those in the 'grassroots' positions are important. It sometimes and in fact frequently appears that decisions are being made without listening to those who are actually provided the bulk of the service. IMO. It is apparent that many have the best wishes of the organization in the fore front but organizational strength comes from members who feel fully valued.	5/28/2015 11:37 AM
14	thanks for providing the survey it would be good if all feedback was summarized with the results going back to all officials	5/28/2015 1:45 AM
15	You have a lot of great programs but there are some that need to be loosened up a little bit for people who live farther away who want to be full-time referees for the ova for a long time.	5/27/2015 9:53 PM
16	As a new official I would be glad to volunteer to use my educational leadership experience to assist with developing appropriate training modules for officials. I can be reached at jim_berry@sympatico.ca	5/27/2015 9:02 PM

OVA Officials Survey - May 2015

17	This year was my first time officiating at the Ont. Championships. I liked the emphasis on ongoing improvement. Thanks for asking. Good luck.	5/27/2015 8:53 PM
18	Thank you!	5/27/2015 8:05 PM
19	thank you	5/27/2015 5:54 PM
20	n/a	5/27/2015 4:29 PM
21	One area of concern and perhaps, a suggestion: The wearing of the "badge" indicating the level of officials (local, provincial, regional, national, international) should not be used as it provides one more reason for participants to criticize officials who wear lower level badges. I have experienced this situation (literally) ... that is, being challenged on many occasions (particularly during OVA tournaments) by coaches who actually pointed out overtly, that my "Local Badge" made me less proficient. I officiate other sports, none of which, display a Level on respective uniforms. Bottom line, I can see no practical advantage for the sport, for an official to display his or her level.	5/27/2015 3:28 PM
22	Thanks for reaching out via a survey. This is the first step in developing a stronger communication link to the members in the field. What you do with this information and how you communicate your findings will be interesting to see.	5/27/2015 1:39 PM
23	I wish the OVA could work better with the school boards so their membership can use the better equipment.	5/27/2015 12:50 PM
24	It is difficult at times to manage a mom-Friday job and referring especially when I have no vehicle to get yo tournaments on the weekend. Leaves me fewer opportunities to ref and therefore stunts my development. I try to take all the assignments I can but it ends up being on downtown college and university lining. If I can count on maybe one oua gym that hosts tournaments that I could get to and trust I would receive timely schedule I would ref more. But I have had poor experiences with weekend tournaments being unorganized and changing locations and times at last minute and I cannot plan accurately for transiting and with scheduling my day job around sudden changes.	5/27/2015 12:36 PM
25	Survey too long - respondent fatigue.	5/27/2015 11:45 AM
26	N/A	5/27/2015 11:37 AM
27	No	5/27/2015 11:12 AM
28	Please stop calling it indoor and use the real names or the sport.....Volleyball and Beach Volleyball.	5/27/2015 10:56 AM
29	Keep doing the great work that you continue to do!	5/27/2015 10:16 AM
30	I chose not to answer the last set of questions as those responses make my responses identifiable.	5/27/2015 9:43 AM