

February 15, 2016 - Referee Program Summary Notes

**RECRUITMENT: USRowing Referee Program Goal - 100 new Assistant Referees in 2016.**

1. South West Recruitment Effort

- In late Jan or early Feb send an email flier regarding Clinics to entire SW individual membership (Champion, Basic, Organizations) about the opportunity to become a referee in 60 days! **(Completed by USRowing)**
- Clinics are Feb 20th in Costa Mesa and 27th in Berkeley. Goal - 20 Candidates
- March 19th regatta (Pacific Rowing Invitational) Candidates get observations at Lake Merced with Juniors. Goal 12 candidates  
April 16th regatta (Lake Natoma Invitational) and Junior Regatta at Lake Natoma Goal 7 candidates
- After 3pm when racing is over and all observations are done - all candidates take their Asst exam.

NOTE: Other Regions are waiting to evaluate the success of the SW program. If successful, they will follow up with similar efforts

2. Referee Program Office Effort - 3 day Candidate to Assistant (Level 1)

- Working with local Organizational members and LOC's USRowing will send out invitations inviting potential candidates to attend. One to two senior members of Referee College will work with local Referee Clinicians to host the programing. USRowing will prepare the materials for presentation.
- January/February - Identify major venues to host weekend programs.
  - Sarasota - Test program run, February 5,6,7 Results: 5 candidates / 2 passed the Assistant exam. 3 will work with their Regional Coordinator to be licensed in the next month.
  - Saratoga - Working with Chase. Planned session for late March or early April (after their course is in. Goal 12 candidates
  - Austin - Working with Carlson. Planned for March/April - Goal 12 candidates
  - Camden - Working with Musial / Dougert - July - Goal 15 Candidates
- February/March - Identify other potential venues
  - Oklahoma City, Seattle, Boston (**Mannle**), Orlando, Indianapolis (**Jules**), **Ohio Dillon Lake - Dennis Smith/Musial**), Columbus/Pittsburg.

3. Mid-Atlantic Recruitment Clinic - Three Rivers

- A recruitment clinic will be held at Three Rivers boathouse on Saturday, March 5. USRowing will be notifying members in the Pittsburg area.

## **TRAINING: Goal: Standardization of Referee Commands and Procedures**

Working with Referee College instructors the Referee Program will develop a standardized deck of commands/procedures to be used by all referees. These will be provided to each member of the Referee Corps printed as a deck of plastic cards, that could be taken to the field and used as the referee prepares to execute a given position. The front of the cards would include the specific language to be used for the position (eg Start: Crew, Lane 1; Crew, Lane 2; Crew, Lane 3.....You may enter the racecourse. 5min. 4. Min. 3min. 2min. (crew, infraction, penalty, acknowledgement) — Crew, Crew, Crew ....Attention, ...Go). The back of the card would include other procedural instructions, equipment, etc. Each of the positions covered by a licensed referee would be included: Control (Launch area, athlete weigh in, boat weigh in) Start Marshal, Aligner, Judge at Start, Starter, Assistant Starter, Referee, Finish line, Chief judge, Finish Marshal, and Control Recovery. The cards should reflect the materials presented in the Referee Procedures Manual and where appropriate, the Rules of Rowing. After the initial materials are prepared they will need to be reviewed and in some cases discussed for final agreement.

The cards will serve two important functions. First, they will codify the standard language and procedures to be used at all USRowing regattas. Second they will provide the basis for the development of an evaluation program, standardized against the language and procedures on the cards. The added benefit is that the cards will provide each referee a reminder of what they are to do at a particular position. This is similar to the Referee Regatta manuals that have been prepared by Chiefs for several of the USRowing National Championships.

A realistic goal would be to have the language and procedures assembled and ready for printing by mid-summer 2016, print the cards in the fall, and begin distribution to all referees at the 2016 Convention.

## **TRAINING: Evaluation and Feedback**

Working with senior leadership at Referee College, develop a simple evaluation program to provide constructive feedback to USRowing referees and to assist in the ranking of referees for selection to officiate at National Championships.

Direct evaluation and constructive feedback have been missing from the referee program. During the 2016 season, an evaluation tool will be developed, tested and prepared for role out at the 2016 Convention.

The evaluation program will be based on the materials included in the Referee Procedures manual. A simple form will be developed and distributed to trained clinician evaluators for each of the 6 USRowing regions. (The number of trained evaluators will depend on the size of the region.)

## **REFEREE COLLEGE UPDATE:**

The basic skills school in Sarasota held Feb. 4,5,6,&7 went off well, we left feeling that we accomplished what we had intended for this iteration of our basic training. We had 16 assistant referees, most in their early phase of experience, along with 5 candidates from the local area (more or less), and one Assistant testing for his Full license. They were a good group, engaged in what we were presenting and participatory.

A take-away observation is that once again, we observed a surprising level of tentativeness and uncertainty when we put these folks out on the racecourse. Not being fully prepared to assume their assignment (judge, starter, referee), fumbling with their equipment, not immediately locking into the assigned task and these are folks who have been licensed and are out in the field already working. We have made similar observations over the past 2 years at this particular school. This suggests that we might not be bringing candidates to the level of preparation that we would like to assume, but this will be a discussion to continue another time.

The senior college leadership (Appleyard, Wik, Roden, Walker) had an in-depth discussion concerning the overall structure and direction for the referee college. We have agreed that the senior leadership for the college should consist of Appleyard, Wik, Walker, Reilly, Lang, Roden, and Meisner.

These individuals comprise the senior instructors (or professors in the academic model) for the college. A second tier of junior instructors (instructor or assistant professor in the academic model): Rich Dougert, John McKenna, Mary Carol Madigan, Jess McAlear, and Josie McNamara have been identified. These individuals will be developed for future leadership roles.

The college operates under the auspices of the USRowing Referee Program, and as such, is now reporting to the program director, John Wik. The referee committee will remain involved as the expert advisory board to the referee college program and the college will continue to dialog back-and-forth with the committee, both to report on activities, and to obtain input to guide the college efforts to train the national corps of officials. The Regional Coordinators, who observe and manage the outcome of the college training program will also maintain an important role in development of the college..

The College is in the early phase of an organizational transition, in which the college will assume responsibility for training and evaluation of USRowing officials. Such responsibility may be implemented any number of ways. This will remain a topic for continued discussion in 2016.

## **SAFESPORT / NCSI BACKGROUND CHECKS**

Notices of the 24 month renewal of USRowing Referee SafeSport training and NCSI background checks have gone out during January/February. The number of concerns/complaints were well below the number of concerns/complaints raised at the inception of the program 2 years ago. A small number (4-6) red light indicators have occurred. To date these were all the result of additional information requests by NCSI that the referee did not process quickly enough (within a week).

SafeSport and NCSI remain an important screening component of the referee program.