



North Zone Referees Committee

Shadow Program



The Referees' Association and EMHA implemented a pilot project in the 2001-2002 season in the SE Zone, and have since expanded to include the entire city of Edmonton, and surrounding areas. The basis for the program was established by Hockey Canada and was first run in St. Albert, Morinville, and Sherwood Park in the North Zone. Below is a synopsis of the Shadow Program.

The goals of the Shadow Program are:

- Target 1st and 2nd year officials so as to retain them in the officiating program.
- Bestow confidence to those officials being shadowed.
- Offer guidance in regards to proper positioning on the ice and proper procedures (i.e. penalties, offsides, icings)
- Convey to the players, coaches, and parents that these young officials are in a learning environment and that efforts are being made to provide them with quality officiating at all levels.
- Provide an avenue for senior officials to pass on their experience to younger officials.

The definition of the Shadow Program is:

A senior level official will participate on the ice in game situations with officials in their 1st or 2nd year of officiating. The participation of the senior official is limited to offering guidance on all aspects of the game and providing support and confidence to the new official.

How the Shadow Program Works

Who will Co-Ordinate the Shadow Program?

The Shadow Program Director will concentrate on working with all city and rural zone coordinators, as well as ordering jackets, compiling statistics and performing any other administrative duties necessary. He or she will report to the North Zone Referees' Executive on a monthly basis regarding all aspects of the program, and will be responsible for collaborating with the Referees-in-chief and their assignors to arrange a Shadow for selected games in which one or both officials are in their 1st and 2nd years. The coordinators will also provide any support that is felt needed by the local association.

Who will be performing the shadow?

The minimum qualifications will be 5 years of experience and the official must be working Bantam and higher hockey. Each shadow will also be evaluated for his abilities to instruct and work with our young officials. In addition, the shadow is a registered official and thus has the same standing as any other on or off-ice official taking part in the game. Remember, sometimes the most experienced official does not make the best Shadow/Mentor, so pick them wisely.

Who will be shadowed?

The program will specifically target officials entering their 1st or 2nd year of officiating. Thus, the program will be targeted to Novice hockey, level 3 and lower, as this is the level in which those officials begin. In addition, at this level the players, parents, and coaches are beginning to have certain expectations of the officials and, consequently when those officials fail to meet those expectations, problems arise in terms of abuse and shattered confidence, leading to our high percentages of lost officials every year.

What will the shadow do?

The shadow will work with each official for one period providing them tips and suggestions on the proper positioning and procedures. The shadow will then spend the 3rd period in the stands writing an evaluation for the officials to take home with them. At the shadow's discretion he/she may spend the entire game on the ice or spend more time with one official as their abilities dictate. They will however allow the young official to make

mistakes and will not be calling penalties. If absolutely necessary the shadow does have the power to assess any penalty as covered in the current Hockey Canada rulebook. The shadow will not engage in discussions with the coaches regarding the game except at the games conclusion.

What supplies are required by the shadow?

To give the program some credibility and professionalism, we feel that the volunteers performing the shadowing should wear a standard uniform. To facilitate this and to keep costs down, we propose a dark coloured wind shirt to be worn with the EMHA and Referee's Association logos emblazoned on the shirts. This would be worn with dark coloured slacks provided by the volunteer.

What are the costs to each zone?

To help cover the costs of the wind shirt, the North Zone has agreed to donate approximately \$25 dollars to the cost of each jacket, although there is a maximum number of jackets the North Zone is willing to pay for based on the number of officials in each zone. This donation will cover approximately half the cost of the jacket. People receiving jackets in the past are not eligible for this subsidy. They are expected to use their jacket from previous years, but are eligible to receive a new jacket every three seasons.

It is our goal to run this program as a truly cooperative effort between the Referee's Association and local hockey associations; therefore, zones are encouraged to work with their local associations to help cover the costs.

The primary benefits to the associations would be:

- Identify the shadows as representatives of the referees and the association
- Promote the program as a joint effort between the referees and the hockey associations
- A visible program that shows to the players, coaches, and parents that hockey associations and the referees are taking a proactive approach to training the young officials to the benefit of all those involved in Minor Hockey.

How will you keep track of the number of shadows performed?

In order to provide feedback to relevant organizations, shadow coordinators in each centre will need to submit statistics containing the number of games shadowed, number of referees' shadows, and number of people performing shadows by the **FIRST OF EACH MONTH**. All officials performing the shadows should write ***shadow*** on top of the supervision form they fill out. If we find these numbers are consistent with the numbers reported, then at some point zone coordinators will no longer be required to report statistics at the beginning of each month.

Who can I contact for more information?

For Edmonton inquiries please contact

Shadow Program Director

shadow@northzone.ab.ca

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