

METRICS

Vertical unified Referee System:

- Alignment to Best Practices and SSA Referee Pathway within MO specific sub-designations
- Identify a Referee Development Coordinator/Manager – Technical Director responsibility if none
- Approve a Referee Development Budget
- Creation of a Development Plan (Paul Varian Workshop for Writing a Technical Plan at AGM)

Increase # of Certified Referees:

- Recruitment plan for referees – tied into Referee development plan.
- # Referee Courses per Year (Entry Level or Small Sided)
- Retention Rates for previous 3 years (2017,2018, 2019 etc)
- Replacement Rates for previous 3 years (2017, 2018, 2019 etc)
- % Referee Population in specific age brackets (12-13, 14-18, 18-25, 26-35, 36-45, 46-55, 56-65, 66-75+)

Increase # of Certified Female Referees:

- Recruitment plan for female referees – tied into Referee development plan.
- Planning Female Only referee clinics
- Retention Rates for previous 3 years (2017, 2018, 2019)
- Replacement Rates for previous 3 years (2017, 2018, 2019)
- % Referee Population in specific age brackets (12-13, 14-18, 18-25, 26-35, 36-45, 46-55, 56-65, 66-75+)

Drive Referee Support:

- # Mentors active, # of Mentors used (how many mentorships per mentor)
- Fair assignment process in line with qualifications
- Organize Mentor Certifying Sessions
- # Referees receiving Mentorships (how many mentorships per referee & frequency of mentorship)
- # Referees that are 'Mentors in Training'
- # Mentors/Assessors active, # of Mentors/Assessors used (how many mentorship reports per mentor)
- # Referees receiving Mentorship reports (how many mentorship reports per referee & frequency of)
- # Referees that are 'Assessors in Training'
- # Informal Education Sessions delivered
- # Total Participants for all Education Sessions, # of Participants per Education Session
- % Referees that are progressing through MO Specific Sub-Designations/ Assigning Matrix

Other

- # Total Matches covered per year, # of Matches cancelled due to lack of availability
- # Matches covered by a referee doing 3+ games in one night

Support access to SSA Referee Development Programs and SSA Competitions (SK Top Referees):

- Recommend referees for the Candidate Programs.
- Develop referees for inclusion in SSA Competitions.
- # Referees involved in Provincial Competitions
- # Regional Referees

- # Provincial Referees
- # National / FIFA Referees
- % Referees Male/Female
- % SERP Referees
- % Referees in SERP that are Male/Female
- % Candidate Program Referees
- % Referees in Candidate Programs that are Male/Female
- # Instructors/Assessors/Mentors/Education Session Facilitators

Create a Positive Game Time Environment:

- Coordinated seasonal communication regarding expectations of conduct towards Officials (all MO)
- Make it Official alignment.
- Zero Tolerance for Abuse!
- Increased penalties in discipline (alignment with [SSA Section 5 - Discipline](#))
- Coordinated and supporting messages consistently communicated.
- # Of Games abandoned due to referee abuse
- # Of Coaches/Players suspended due to referee abuse or harassment
- Support and promote SSA Referee Surveys to help understand and track abuse as well as developing longitudinal data.