

REFEREE BEST PRACTICES



OVERVIEW

- Referee development is a fundamental pillar of the soccer development in SK.
- Long term objectives for the referee community aligned to the SSA Strategic Plan.
- Recommendations and Best Practices to assist Member Organizations.
- Incorporation of measurable metrics aligned to the Provincial framework

OBJECTIVES

- Create a unified coordinated vertical system for referee development
- Increase the Volume of certified referees
- Reduce Barriers to Referee Development in SK
- Drive referee support across SK
- Support the development of the SK top referees
- Create a respectful game-time environment for ALL

Vertical unified Referee System:

- Alignment to SSA Referee Pathway
- Review of Best Practices guide
- Alignment of current operations to Best Practices
- Identify a Referee Development Coordinator – Technical Director responsibility
- Approve a Referee Development Budget
- Creation of a Referee Development Plan

KEY AREAS

There are many important factors that contribute to a successful referee program for Member Organizations. SSA has identified three key areas of focus:

- **Referee Recruitment**
- **Referee Retention**
- **Referee Development**

By focusing on these areas, Member Organizations will position to meet the long-term objectives while also being successful in the present.

REFEREE RECRUITMENT



Recruitment is an ongoing process



Ongoing advertisement with timed focus dates



Knowledgeable and personable recruiters



Access to Entry Level Clinics



Quality of your Member Organization program



Benefits of becoming a referee



Recruitment program with a budget



Female Referee Entry Level Clinics



Incorporation of Metrics

Increase # of Certified Referees:

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

Increase # of Certified Female Referees:

- Recruitment plan for female referees – tied into Referee development plan
- Retention Rates for previous 3 years
- Replacement Rates for previous 3 years
- % of Referee Population in specific age brackets (12-18, 18-25, 26-35, 36-45, 46-55, 56-65, 66-75+)
- Female only referee clinics
- Visibility of role models

REFEREE RETENTION



Support and Communication



Appropriate game assigning



Access to training and mentorship



Create and maintain a Respectful Game Time environment



Zero Tolerance Referee Abuse



Team Evaluation and Fairplay Report Form



Referee recognition



Incorporation of Metrics

Drive Referee Support:

- Retention rates previous 3 years
- Fair assignment process in line with qualifications
- # of Referees receiving Mentorships (how many mentorships per referee & frequency of mentorship)
- # of Referees that are 'Mentors in Training'
- # of Mentors/Assessors active, # of Mentors/Assessors used (how many mentorship reports per mentor)
- # of Referees/Mentors that are 'Assessors in Training'
- # of Informal Education Sessions delivered
- # of Total Participants for all Education Sessions, # of Participants per Education Session
- % of Referees that are progressing through MO Specific Sub-Designations/Assigning Matrix

Create a Positive Game Time Environment:

- Coordinated seasonal communication regarding expectations of conduct towards Officials (all MO)
- Make it Official alignment (all MO)
- Zero Tolerance for Abuse
- Increased penalties in discipline (alignment with SSA Section 5)
- 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

REFEREE DEVELOPMENT



Referee Development Plan part of MO Technical Plan



Referee Development Officer



Support system – mentors/facilitators



Standardized mentorship forms



Standardized individual qualifications



Ongoing education and training



Promote and encourage access to SSA Referee Development Pathway



Incorporation of Metrics

METRICS

- Support access to SSA Referee Development Programs and SSA Competitions
- # of Total Participants for all Education Sessions, # of Participants per Education Session
- % of Referees that are progressing through MO Specific Sub-Designations/ Assigning Matrix
- Recommend referees for the Candidate Programs (Urban + Rural)
- Develop referees for inclusion in SSA Competitions
- # of referees involved in Provincial Competitions
- # of Regional Referees
- # of Provincial Referees

METRICS

- Support access to SSA Referee Development Programs and SSA Competitions
- # of National / FIFA Referees
- % of Referees Male/Female
- % of SERP Referees
- % of Referees in SERP that are Male/Female
- % of Candidate Program Referees
- % of Referees in Candidates that are Male/Female
- # of Instructors/Assessors/Mentors/Education Session Facilitators

THANK YOU!

