

# **SDSRAI MENTORSHIP PROGRAM AND PROCESS**



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**PROPERTY OF SASKATOON &  
DISTRICT SOCCER REFEREE  
ASSOCIATION INC.**

**CREATED BY: THE SASKATOON &  
DISTRICT SOCCER REFEREE  
ASSOCIATION INC.**

# REFEREE AND GAME GRADES 101



- In Saskatoon all referees are graded on a scale of 1-10 and all games are graded on a scale of 1-10. Referees are able to take or be assigned matches when the grade matches up or when they are above the grade of the game.
- Game Grades are set (and adjusted) by the SYSI & SAS.
- Referee Grades are set (and adjusted) by the SDSRAI.
- Game Grades and Referee Grades are guided by a provincial framework developed by the SSA in 2021.

# HOW ARE REFEREES RANKED?



Refereeing is hierarchical based on a combination of experience, education and fitness. Referees are ranked in two different ways:

## Grade

- Referees are ranked Grade 1-10 starting at a one when they leave the Entry Level Clinic.
- To get **UPGRADED** (1,2,3,4,5,6) referees need positive mentorship at each grade level in an appropriate match by an appropriate level of mentor/assessor.

## Classification

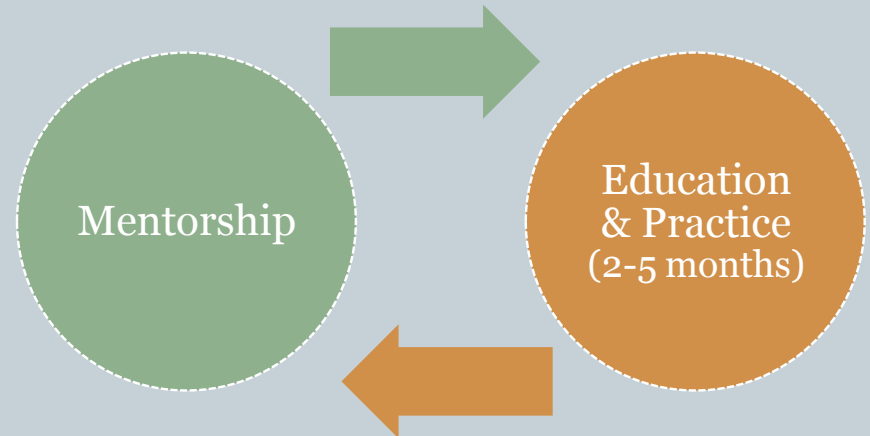
- Referees are classified based on the level they have achieved according to CSA and FIFA Standards. Anyone over age 16 is a District Officials. Under 16's are considered Youth or Small Sided Officials.
- To get **PROMOTED** (District, Regional, Provincial, National, FIFA), referees need to take courses from the SSA/CSA and receive positive assessments from accredited assessors.

**Once Referees reach the grade of six, their grade is tied to their classification**

See accompanying attachments for upgrade and promotion pathways

# HOW/WHEN DO I GET MENTORED

- Referees come to us with different abilities and backgrounds; all move up at different rates. It is important to focus on your own development and not to compare yourself to others at similar grades or in your clinic class.
- Coming out of the clinic referees are assigned 2-3 matches as a head referee and 2-6 matches as an assistant referee (if available). If the reports are positive the referee may be upgraded; if the referee needs more work, they will be mentored a few more times. If after five or six assignments we decide if mentorship will continue, or if other conversations need to occur.
- Once a referee has moved up, they are expected to take matches on their own for a couple of months to get experience – then they are looked at again.



# HOW DO I GET MENTORSHIP MATCHES



- **Purpose of Mentorship**
  - Although mentorship forms have many uses including gauging whether a referee is ready for upgrade, their primary use for referees to learn.
  - Mentorship is not the only tool at a referee's disposal to grow.
- **The exact process may vary from season to season.**
  - Referees are asked for availability by the Referee Development Coordinator
  - Referees are assigned into age and grade appropriate matches
  - Appropriate Level Mentors are assigned
  - Mentors fill out and log the appropriate report and provide a copy to the referee
  - Referee is upgraded as more and more positive reports come in

# WHY YOU MIGHT NOT GET MENTORED



- Have you been trying to pick up games on your own? ie. have you been gaining experience? Do you have limited availability?
- Have you worked on areas of development in past reports?
- Do you have poor recommendations/are their complaints from the league?
- Have you been being a professional? Are you respectful to mentors/assessors? Are you respectful towards fellow officials? Do you complain about your assignments and compare yourself to other officials in a negative way.
- Have you been attending education sessions and bi-monthly meetings?
- Are you fit? Have you been injured; do you need to work on your sprinting or endurance?
- Are you old enough? (Youth referees need to be 2 years older than players)
- Have you asked the Referee Development Coordinator?

# Mentorship Forms/Reports



- There are forms that are used at a local level.
  - Basic Form – used for referees grade 1-5
- There are a few other forms we may use from time-to-time to evaluate AR's and so on but generally we do on-field coaching for these positions.
- The forms were created by the Referee Lead in 2014 as a consultant for the SSA. These forms are to be used province-wide for grassroots development.

# What is a “Positive Report”



- When mentors put their reports into the central database, they have a field to fill out that states “upgrade” or “not yet”.
  - A notation of “upgrade” is generally considered a “positive” report. In assessor language, the term upgrade should really be “above class/at class”
  - A notation of “not yet” means the referee needs more work or further evaluation. In some cases, like the downgrade process, it can mean the referee is “below class”.
- Why is the recommendation not on the report I receive?
  - The SDSRAI's mentorship program is based on FIFA and CSA Assessment Framework.
  - Within that framework, there is a significant amount of subjectivity depending on match level, referee level, team play. Certified Mentors are trained how to deal with this subjectivity. Although there are thresholds, there is not a black and white pass/fail. It is more about the areas of development and situations noted in the match.
  - Assessments, and mentorship reports are simply feedback on overall performance on that day, in that match. They are snapshot in time.
  - Because officials can have a hard time with these principles, the recommendations are not on the form and is only discussed by certified assessors and instructors with the training to understand them and have the necessary discussions.



# Who Decides on Upgrades?



- Once the required number of positive reports are in the database the Referee Development Coordinator makes the appropriate recommendation to certain members of a Referee Development Committee.
- The members approve the upgrades, and the referee is notified.
- This is done approximately twice a year. (Before Outdoor Season & Before Indoor Season)
- If needed, all mentors may be polled regarding the recommendations.

# TYPE OF MENTORS



<b>CLASS</b>	<b>EDUCATION</b>	<b>CAN DO....*</b>
Mentor Class 3	Local Mentorship Workshop	Grades 1 to 3
Mentor Class 2	Local Mentorship Workshop + Candidates Training + Experience	Grades 1 to 4
Mentor Class 1	Local Mentorship Workshop +SERP Training + Experience	Grades 1 to 5
District Assessor	SSA/CSA Accreditation	Grades 5 to 6**
Regional Assessor	SSA/CSA Accreditation	Grades 5 to 8**
Provincial Assessor	SSA/CSA Accreditation	Grades 5 to 10**

\* These are guidelines, exceptions can be made at the discretion of the Referee Development Coordinator or SDSRAI.

\*\* Not all assessors are trained for mentorship so they may hold credentials for both. Mentors need to be of a Regional Classification or higher.

After more than two seasons break from mentorship, a mentor may be asked to re-attend the mentorship workshop.

# Mentorship Program Who's Who



<b>CLASS</b>	<b>Active in Programming</b>
Mentor List	Chris Coxon, Gord Quinlan, Frank Laterza, Len Chelack, David Flomo, Salah Wahba, Islamuddin Tajik, Octavian Iluta, Shukwia Tajik, Alex McGreavey, Dwayne Cameron, Theo Diedreichsen,
Youth Referees	Islamuddin Tajik
Adult Referees	David Flomo
Referee Development Coordinator	Frank Laterza
Provincial Assessor	Frank Laterza, Len Chelack, Shukwia Tajik, Chris Coxcon, Gord Quinlan, Octavian Iluta (Saskatoon)
National Assessor	Kevin Jones

\*The education requirements on the previous slide are guidelines. Mentors may move up or down based on experience, mentorship style and recent mentorship activity. After more than two seasons break from mentorship, a mentor may be asked to re-attend the mentorship workshop.

\*\* Individual is partially credentialed and will be fully credentialed by early-

# Mentorship Accreditation



- **Minimum Requirements:**
  - Grade 6 Official with Candidates Training (exceptions may be made by Referee Development Coordinator at their discretion)
  - In good standing with the SDSRAI
  - Has shown an aptitude for coaching/mentorship
- Accreditation for Mentorship is provided via the Referee Development Coordinator on behalf of the SDSRAI and SSA.
- Accreditation occurs by:
  - Attending a local mentorship accreditation workshop
  - All mentors, regardless of SERP or Candidates Training begin as Regional classification
  - Mentors are moved between classes depending on their training and experience

# DOWNGRADES



- Substantive complaints from the league can trigger the Spot Check / Downgrade Process. See the following slides for a summary of these processes.
- This happens rarely, but if it does occur the referee can and should work back up through the upgrade process or opt for the Downgrade Appeal Process.

# SPOT CHECK PROCESS (2021)



- **Rational:** To ensure quality officiating for all clients; to ensure referees continue to provide a certain level of service after obtaining their grade level.
- **Trigger:** Complaint(s) from clients (leagues/coaches/players) or complaints from other officials
- **Authority:** SDSRAI Board of Directors or the Referee Development Coordinator can initiate the spot check process at their discretion.
- **Process:**
  - A mentor to watch the referee and determine whether complaints may be valid. Observation may occur in more than one match.
  - Mentor/Assessor provides a recommendation to the Referee Development Coordinator regarding further action i.e.. complaint is unsubstantiated or complaints is substantiated, and further action is required.
- **Notification:** There is no notification to the official. The check is done without their knowledge so referees can be observed in their 'natural state'. Referees may be notified regarding individual complaints via the Complaints Process.
- **Appeal:** There is no appeal.

# DOWNGRADE PROCESS (2021)



- **Rational:** To ensure quality officiating for all clients; to ensure referees continue to provide a certain level of service after obtaining their grade level.
- **Trigger:** Complaints from clients (leagues/coaches/players) or complaints from other officials; recommendation from spot-check report. NOTE entering the process does not necessarily mean a downgrade will occur.
- **Authority:** SDSRAI Board of Directors or the Referee Development Coordinator can initiate the downgrade process at their discretion.
- **Notification:** There is no notification to the official. The check is done without their knowledge so referees can be observed in their 'natural state' Notification is provided when a downgrade occurs. Referees may be notified regarding individual complaints via the Complaints Process.
- **Appeal:** It is advisable the official admit there are knowledge gaps and work to regain their grade vs. appeal; however, should they choose to appeal, they can do so using the Downgrade Appeal Process
- **Process:**
  - Appropriate level Mentors are assigned in up to three appropriate level matches. These assessments are done discreetly without the knowledge of the official (s)
  - Assessors provide documentation to the Referee Development Coordinator; Referee Development Coordinator makes appropriate recommendation/notice to SDSRAI Board of Directors.
  - If warranted, SDSRAI Board of Directors provides downgrade decision to the official along with all relevant assessments.

# DOWNGRADE APPEAL PROCESS (2021)



## ● Downgrade Appeal Process:

- Referee must provide notice to SDSRAI Board of Directors that they would like to appeal their downgrade in writing within 14 calendar days of the downgrade notice to the referee.
- SDSRAI Board of Directors will then forward their appeal to a SDSRAI Appeal Committee (3) on whether or not an appeal may be warranted. Should the appeal process be initiated by SDSRAI Appeal Committee, notice is provided to the Referee Development Coordinator and to the referee.
- The referee must then work with the Referee Development Coordinator to complete the following at the cost of the referee:
  - ✦ Obtain **three** 'passing level' assessments according to CSA standards
    - Matches must be by three different accredited assessors at the Regional or Provincial level (or higher)
    - Matches must be at the same level as those required for upgrade and must have at least one large field 11v11 match.
  - ✦ All expenses to be paid by the referee including game fee, travel, hotel, and per diem in keeping with SSA rates.
  - ✦ Assessment results are taken under advisement by SDSRAI Appeals Committee and are not a final determination. The final decision whether to overrule a downgrade is that of SDSRAI Appeal Committee. This decision is not appealable.



# QUESTIONS?



**CONTACT THE SDSRAI REFEREE  
DEVELOPMENT COORDINATOR**