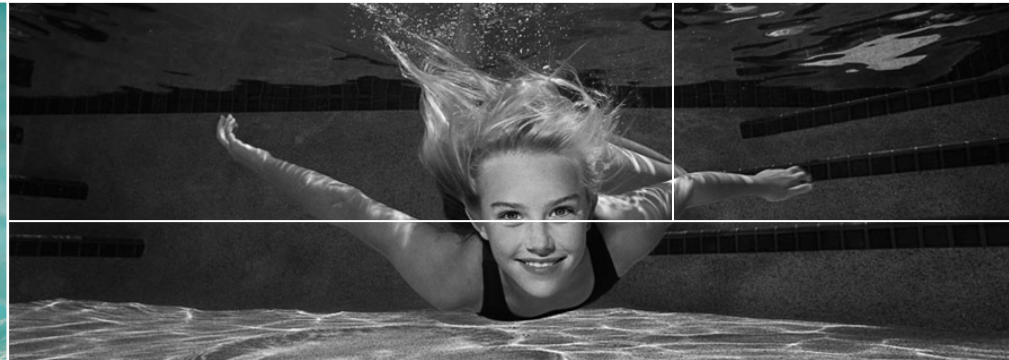
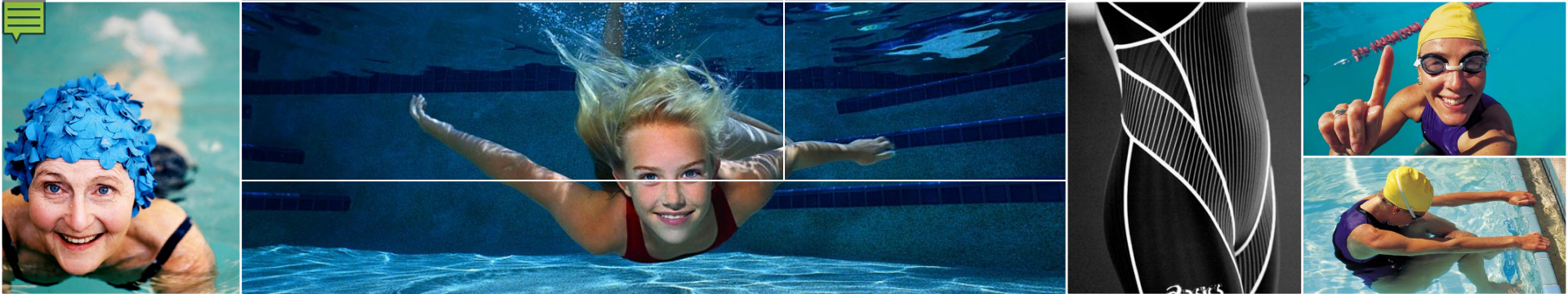


Refereeing Assessments at Swimming Australia meets



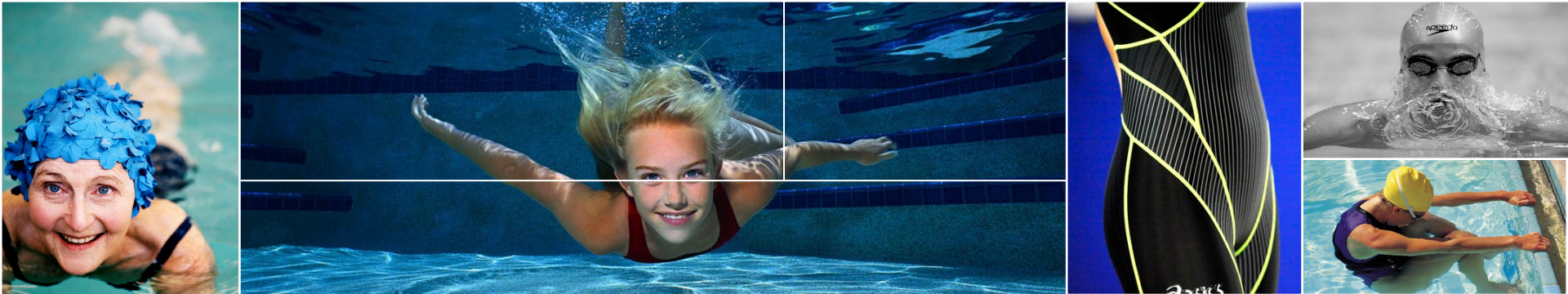
Agenda

1. Assessment & Development
2. Assessment Criteria & supporting Protocols
3. What happens post assessment?



Assessment & Development

- Is the Assessment process designed for development?
- Development of Referees post Level 2
- Importance of Level 3 Readiness Assessment
- What happens in an assessment



How has Assessment Changed?

1. New Competency categories
2. Improved set of protocols to support Performance criteria
3. Greater focus on development

REFEREE ASSESSMENT BY SWIMMING AUSTRALIA NATIONAL ASSESSOR AT NATIONAL CHAMPIONSHIPS

Competition Name:

Date:

Element / Performance Criteria REFEREE L3 NATIONAL Pool deck Assessment	Displayed Competency				Comments Must be completed if marked <u>Rarely / Never</u>
	All the time	Most of time	Rarely	Never	
1 Preparation					
1.1 Arrived at venue at least 60 minutes prior to commencement of event.					
1.2 Undertook a full inspection and risk analysis of the pool area.					
1.3 Conducted briefing and explained all requirements to officials.					
1.4 Ensured the safety of self and others throughout the event.					
1.5 Prepared with the Starter.					

Element / Performance Criteria	Protocol
1 Preparation	
1.1 Arrived at venue at least 60 minutes prior to commencement of event.	<ul style="list-style-type: none"> As per criteria.
1.2 Undertook a full inspection and risk analysis of the pool area.	<ul style="list-style-type: none"> Viewed each of the working areas in advance of the meet (e.g. pool deck, marshalling, control rooms) to confirm no issues were present i.e. lane ropes, false start ropes, etc. Full check of pool deck at conclusion of the warm up. Ensured had all equipment, confirmed equipment was in good working order (e.g. 2-way radios, lap counters, bells, backstroke ledges). Checked with the CRS that all timing equipment is ready and working correctly. Ensured had all documentation (e.g. Multi-Class Exceptions, Current Swimming Rule Books, Infraction Cards).
1.3 Conducted briefing and explained all requirements to officials.	<ul style="list-style-type: none"> Worked with the Technical Manager to ensure officials are appropriately briefed on standards required and aware of any deviation to protocol, specific conditions at the pool, and any additional requirements. Briefing well co-ordinated between both Referees and content covered all necessary items including their expectations, safety and hydration. Met with JOSs, Clerks of Course, Control Room Supervisor, Technical Manager and Announcer to ensure they understand the required protocols and communication strategies. Rehearsed with Starter to ensure clear understanding and agreed approach to positioning, communication and signals.
1.4 Ensured the safety of self and others throughout the event.	<ul style="list-style-type: none"> Aware of any potential dangers and reported them to the Technical Manager i.e. slippery floors, uneven mats, TV gear, ledges & lap counters.
1.5 Prepared with the Starter	<ul style="list-style-type: none"> Together with the Starter agreed positioning.

2 Performance of Task	
2.1 Used effective communication strategies to officiate the meet.	<ul style="list-style-type: none"> Was clear who to talk/signal to for any issue. Was brief, clear & precise with communication. Ensured Officials (Starter, Clerks of Course, Check Starters, JOS, CIOT, etc) were aware of communication expectations (agree signals/use of radio etc). Reminded the Clerks of Course and Check Starters to be aware of what's happening in the pool before using the radio.
2.2 Used signals and whistles appropriate to the meet and in accordance with the rules of swimming.	<ul style="list-style-type: none"> Clear loud whistle. Handover to Starter with outstretched arm was done with confidence. Did not appear stressed or rigid.
2.3 At the start of each event was positioned in a place where they could observe the start correctly and be easily seen and heard by the Starter.	<ul style="list-style-type: none"> Both Referee and Starter positioned to see <u>all</u> swimmers and to be able to easily communicate if required. Checked scoreboard was correct for the particular event, and immediately after every start to ensure that the timing system is working. Spoke to the Starter after the start only when required. Communication between Referee and Starter kept to a minimum. If the Referee observed movement after the start of a race and the Starter did not make a report, approached the Starter to discuss. Watched all swimmers surface before attending to any reports e.g. started before the starting signal. Ensured backstroke flags were correctly in place prior to a backstroke/medley/medley relay event.
2.4 Monitored the race through the entirety of each event to ensure they were aware of what was happening in the water.	<ul style="list-style-type: none"> Watched the race exclusively throughout without distraction. Appropriately positioned to observe the finish. Aware of relevant Officials and checked to ensure no infractions after the start, each turn and at the finish.

<p>2.5 Moved up and down the pool deck during each race.</p>	<ul style="list-style-type: none"> Patrolled the pool deck to ensure the best vision of the event, up to, but not beyond 15m. Did not stay fixed in one spot. Appeared alert, though relaxed and confident, with eyes on the water and pool deck throughout each race.
<p>2.6 Was seated when not involved in any race.</p>	<ul style="list-style-type: none"> Seated but fully aware of the proceedings in the water and prepared to step up and fill in as required.
<p>2.7 Checked the pool throughout and at the end of every race to be aware of any possible infractions being reported.</p>	<ul style="list-style-type: none"> Eyes were on the water at all times and aware of Officials movements as appropriate. Checked Officials following the start, each turn and finish for reports. Before giving the "all clear" at the end of each race, ensured a full scan of Officials was undertaken to confirm any issues / infraction reports on their way. Once event was completed, gave appropriate signal for swimmers to leave the pool. Returned to seat (except for Multi-Class) and observed swimmers leave the water.
<p>2.8 Checked and signed every change to the electronic times reported by the Control Room Supervisor.</p>	<ul style="list-style-type: none"> Thoroughly checked all documentation to ensure accuracy prior to signing. Positive communication with CRS.
<p>2.9 Checked with the Control Room Supervisor after each relay change-over to ensure all clear.</p>	<ul style="list-style-type: none"> Aware of communication approach, whether radio is in use or by a thumbs up or a nod of the head, and provided appropriate signal.
<p>2.10 Gave the "all clear" to the Control Room Supervisor in a timely manner at the conclusion of each race.</p>	<ul style="list-style-type: none"> Only communicated with CRS once a disqualification had been confirmed, (i.e. not necessary to advise of a "possible disqualification"). Checked scoreboard at the finish of every race to ensure all swimmers had recorded a time, that placings were correct and if a disqualification has occurred, is recorded on the scoreboard. Timely communication to CRS.
<p>2.11 Worked closely with the Control Room Supervisor to ensure the smooth and efficient running of the meet.</p>	<ul style="list-style-type: none"> During the event checked with CRS to confirm that all communications by Referee are clear and correct.

2.12 Worked closely with the Technical Manager to ensure the smooth and efficient conduct of the meet.	<ul style="list-style-type: none"> As per criteria.
2.13 Worked with the Announcer to ensure the smooth and efficient running of the meet.	<ul style="list-style-type: none"> Ensured that the timing of announcements and starting events was clear between the Announcer and Referee to ensure it did not clash.
2.14 Used appropriate and positive communication strategies when dealing with competitors, officials, parents and coaches.	<ul style="list-style-type: none"> Strong, confident, composed, clear and precise communication. Treated all with respect, empathy and dignity. Introduced him/herself. Listened carefully to the person, ensured that there was a shared understanding of the issue. Explained clearly any issue as defined by the rules. Advised decision and next steps. Thanked the person.
2.15 Focused entirely and exclusively on the task assigned without engaging in any distracting activities.	<ul style="list-style-type: none"> Prioritized actions to deal with one item at a time to ensure the best outcome. Where others were waiting, advised them when she/he will deal with them. If appropriate ensured the other Referee took over.
2.16 Appeared to be in total control at all times.	<ul style="list-style-type: none"> Confident and relaxed manner with strong, clear decision making.
2.17 Displayed a composed temperament at all times.	<ul style="list-style-type: none"> Confident and relaxed manner. Did not panic or get flustered. Remained calm and methodical when dealing with any person or situation. Managed nerves.
2.18 Set a good example for other officials.	<ul style="list-style-type: none"> Exhibited excellent leadership skills. Set the standard and maintained throughout.
2.19 The arm was outstretched in a confident manner at the start when handing over to the Starter.	<ul style="list-style-type: none"> Showed confidence and control.
2.20 Was willing to hand over to the co-Referee when necessary.	<ul style="list-style-type: none"> Two Referees acted as a team to ensure the smooth running of the meet. Handovers made at appropriate times in appropriate way.
2.21 Was not easily distracted.	<ul style="list-style-type: none"> Eyes on the pool always. Where distractions occurred i.e. people wanting to talk, courteously advised them to wait and advised when she/he would speak to them.

<p>2.22 Maintained the speed of the meet, including requirements to start "over the top".</p>	<ul style="list-style-type: none"> • Was aware of timeline to ensure efficient management of the meet, although not at all costs. Understood when to pause as appropriate to seek the best outcomes.
<p>2.23 In the instance of a protest being lodged: Demonstrated a thorough knowledge of the process/procedure. Communicated clearly and succinctly with all relevant parties: Coach, Technical Manager and Jury of Appeal (where applicable). Maintained composure throughout the process.</p>	<ul style="list-style-type: none"> • Excellent communication, people skills and strong knowledge of the rules and process. • Ensured that all relevant people are involved, including where necessary handover to the other Referee where appropriate to ensure the seamless running of the meet. • Interaction between Referee and Coach making a protest was composed, appropriate to deflate contentious situations. Explained the protest and Jury of Appeal process • Protest and Jury of Appeal process was dealt with appropriately, including quality write up and explanation of the decision made.
<p>2.24 Handover of start to the Starter was consistent throughout the event to ensure swimmers were composed and ready for the start.</p>	<ul style="list-style-type: none"> • A consistent approach to ensure swimmers are composed and ready for the start. Not too rushed or too quickly. • Where something out of the ordinary occurs, reacted quickly, dropped arm and had swimmers stood down. • Regained composure quickly and was able to continue after swimmers had been stood down.
<p>2.25 Ensured all Officials are correctly positioned and follow the agreed protocols.</p>	<ul style="list-style-type: none"> • Checked positioning and movement of Officials. If incorrect, spoke to the Official or relevant Chief to rectify.
<p>2.26 Where Multi-Class events are included, the Referee displayed relevant knowledge of the rules, protocols and processes to manage.</p>	<ul style="list-style-type: none"> • All swimmers provided with sufficient time to prepare for the start. • Aware of any special starting requirements and ensured that relevant Officials are appropriately aware. Made the Starter aware of any special requirements e.g. in water start or other starting position, strobe light or other starting device. • Referee and Starter conducted test start where strobe light(s) were required. • Cleared the pool before the start, after each heat and after the final heat all Multi-Class events. • Along with the JOSs supervised safe exit from the pool.

3 Decision Making	
3.1 All officials who made recommendations regarding possible rule infractions were questioned thoroughly and courteously to ensure that the recommendation was being made in accordance with the rules.	<ul style="list-style-type: none"> • Strong knowledge of the rules and good people skills when questioning officials. Ensured interactions were positive and provided encouragement and potential development for the reporting official. • Kept questioning of the official to the point and did not engage in lengthy discussion. • Ensured that any infraction report card was reviewed thoroughly for accuracy. • Handed over to co-Referee when required.
3.2 All decisions made were consistent with every competitor being treated equally.	<ul style="list-style-type: none"> • Application of the rules was consistently applied.
3.3 All decisions were made quickly, clearly, concisely and in accordance with the rules.	<ul style="list-style-type: none"> • As per criteria with no prevarication.
3.4 At the Start where the Referee observes movement that the Starter does not report, records same in their program.	<ul style="list-style-type: none"> • As per criteria.
4 Infraction Reports	
4.1 All infraction reports were completed accurately and pursuant to the rules.	<ul style="list-style-type: none"> • Infraction report cards reviewed thoroughly for accuracy and legibility.
4.2 All written reports by other officials were checked for accuracy and, if inaccurate, were corrected or discarded.	<ul style="list-style-type: none"> • Appropriate questioning of reporting Officials. Where appropriate use as a development opportunity for reporting Officials to ensure they remain encouraged to report. • If incorrectly written, asked the reporting official to re-write in accordance with the rules.

5 Post Meet	
5.1 Where required, provided appropriate feedback to officials regarding the performance of their duties.	<ul style="list-style-type: none"> • Displayed understanding and actions associated with a responsibility to help develop and encourage Officials. • Where an infraction report is rejected, took time after the session to explain their decision to reporting official. • Where a Protest has occurred provided result and feedback to the reporting Official.
5.2 Remained at the venue at the conclusion of each session until all results were posted in the event of any possible protest.	<ul style="list-style-type: none"> • As per criteria.

Assessor's protocol:

- Observe the Referee from various positions around the pooldeck during each session. Listen in to all conversations with coaches, team managers when Referee is handling a concern or a complaint.
- Attended as an observer with the Referee when giving evidence to a Jury of Appeal
- Check all Infraction Cards after being announced.



Summary of Criteria Protocols

1. Thorough understanding ;
 - Rules
 - Movement protocols
 - Protest & Jury of Appeal process
2. Prepare where you can in advance
3. Strong Repeatable process for each race
4. Composed and In control (fake it till you make it - includes movement, handovers, whistles, discussions etc.)
5. Eyes always on the water (competitors and officials)
6. Take the time to get things right (time is not your enemy)
7. Live the 'Values & Behaviours' message of Swimming Aust

Swimming Australia

Values and Behaviours

We act with **INTEGRITY**

- We treat others with respect – we seek to listen, understand, empathise & constructively respond
- We are inclusive and value diversity of views & perspectives
- We act to build trust in our relationships through owning our behaviour and doing as we say we will do
- We have the courage to tackle difficult situations and conversations to develop ourselves and others

We are

STRONGER TOGETHER

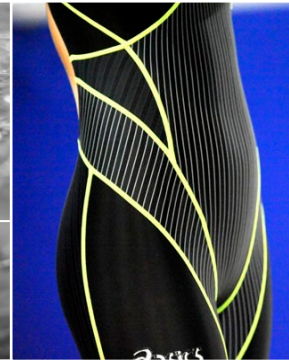
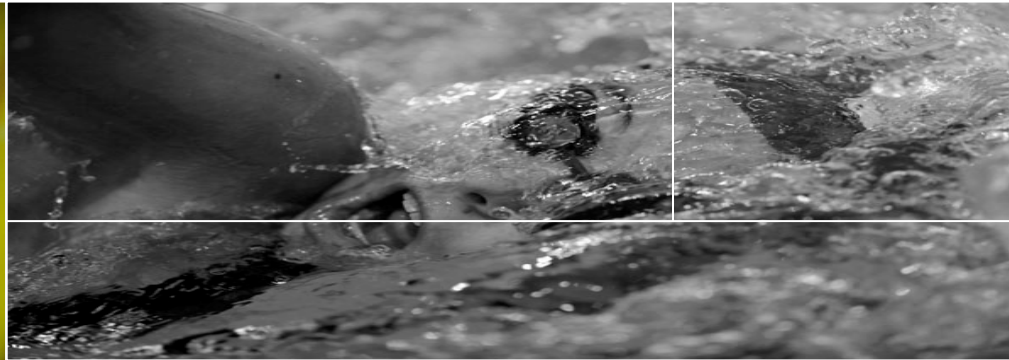
- We lead from every position
- We collaborate and share information, experience, skills and perspectives
- We communicate with honesty and transparency and at appropriate times
- We support one another – as people, within teams and across teams

We FUEL **THE PASSION**

- We recognise and celebrate the efforts and achievements of others
- We encourage, motivate and inspire people, empowering others to be the best they can be
- We promote our sport with enthusiasm and positivity, sharing our stories, success and learnings
- We seek balance, look after ourselves and have fun along the way

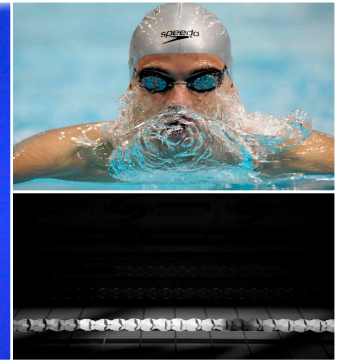
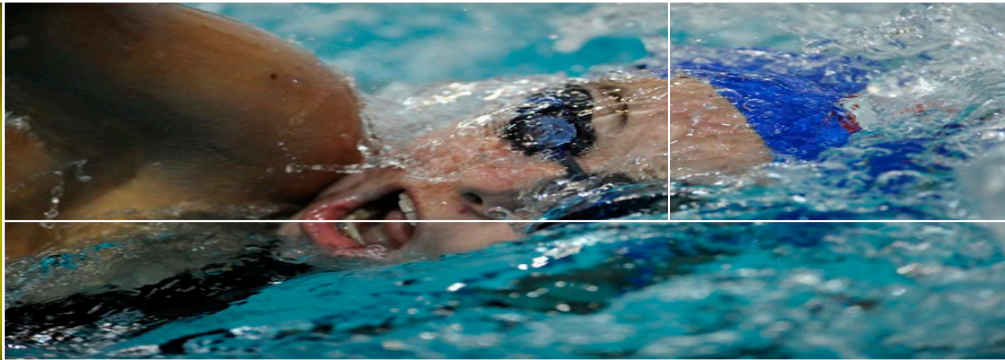
We ACHIEVE **ONGOING EXCELLENCE**

- We are driven to be the best we can be and continually improve
- We are focused on achieving our vision
- We innovate to explore different approaches and solutions
- We discuss, decide and deliver



What happens post assessment?

1. Assessments are ranked for that meet and a copy is sent to both State & National TSCs
2. Individual then has an opportunity to work on any identified elements of development
3. If you do not initially get a Competent outcome, you will get another Opportunity 😊. As part of our Swimming culture, we support each other's development & growth



Questions?