

# **SWIMMING NSW TECHNICAL OPEN WATER SWIMMING ASSESSMENT POLICY**

## **THE ASSESSMENT PANEL**

- The Swimming NSW Officiating Assessment Panel will consist of 7 members who are Level 2 accredited SAL Referees and 1 Referee representing the Swimming NSW Technical Open Water Swimming Committee (TOWS).
- The Assessment Panel members will elect one of their members as Chairperson of the panel.
- The Assessment Panel reports directly to the Swimming NSW Technical Swimming Committee (TSC) and to the TOWS for specific open water swimming assessments.

## **APPOINTMENT to the ASSESSMENT PANEL**

- The SNSW TOWS Committee assessment panel member will be appointed for a two year term.
- The TOWS representative will be nominated by the SNSW TOWS Committee and will be a suitably qualified Open Water Swimming Referee with Assessor's certification.
- Appointment to the Officiating Assessment Panel will be made by the Board of Swimming NSW on the recommendation of the SNSW TOWS Committee.

## **ROLE of SWIMMING NSW TECHNICAL OPEN WATER SWIMMING COMMITTEE**

The SNSW TOWS will be responsible for:

1. The assessment of candidates for Referee Open Water Swimming Certification; and
2. Quality control assessments at all SNSW OWS Championship Meets as may be deemed required.
3. The SNSW TOWS Committee is to provide support for all Assessors in their ongoing Development.
4. A training program is to be developed for members of the SNSW TOWS member on the ASSESSORS PANEL and for other members of the TOWS Committee on the operational and process skills required to successfully conduct Referee OWS Certification assessments in NSW.

Assessments under (2) above will include the performance of ALL OWS Referees working at Swimming NSW Championship Meets and will focus on the effectiveness of Referees and the impact of performance on the overall functioning of the Meet. A Report template will be used to report assessment outcomes, but this Report need not cover all technical official areas at any one Meet. The Report should indicate both strengths and weaknesses in refereeing areas.

The assessment of candidates for Referee Open Water Swimming certification will be conducted by TOWS Committee members in accordance with the procedures set out in Attachment A.

For the ongoing assessment of the overall performance of Open Water Swimming Referees in areas relevant to the running of an efficient State Open Water Swimming Championship

Meet, Officiating Assessment Panel member or TOWS Committee approved Assessors may attend the following Meets:

- Swimming NSW Open and Age Open Water Championships
- Swimming NSW Marathon Series Swimming Meets.
- Such other Open Water Swimming Events conducted in NSW.

#### **THE ASSESSORS**

- One or more Assessors shall be appointed, as required, to each of the following State Championships: Swimming NSW Open Marathon Swimming and Age Open Water Swimming Championships for the purposes of assessing candidates for Referee OWS in areas relevant to the running of an efficient State Championship Meet.
- Assessors will attend Swimming NSW Marathon Series Swimming Meets at the request of the TSC, TOWS or the individual officials. This shall be for the purposes of assessing candidates for Referee OWS Certification (See Attachment A).
- Assessors when assessing the overall performance of a referee in areas relevant to the running of an efficient State Championship Meet do not have to report on every referee at the Meet.
- The appointment of Assessors to Championships will be done by the TOWS member representing the SNSW TOWS Committee on the Swimming NSW Officiating Assessment Panel.
- Attachment A sets out the Policy established by the Technical Open Water Swimming Committee for the conduct of assessments at Swimming NSW Meets.

**ATTACHMENT A**  
**TECHNICAL OPEN WATER SWIMMING COMMITTEE**

**Policy for the Conduct of Assessments at Swimming NSW Meets**

**GENERAL**

- 1 Any Swimming NSW (SNSW) Technical Official appointed to the position of Referee at a SNSW OWS Meet may be subject to a Referee Open Water Swimming Certification assessment conducted by a member of the SNSW Assessment Panel or a TOWS representative.**

While a 'not yet competent' assessment will not cause the removal of a Technical Official's name from the list of Referee Open Water Swimming, the SNSW Technical Open Water Swimming Committee (TOWSC) Appointments Officer will continue to exercise discretion in the appointment of Technical Officials to swim meets.

The purposes of assessments, for existing ROWS at SNSW Meets, is to further support and develop individuals and provide them with objective and considered feedback on their performance as a Open Water Swimming Referee. It will also serve as a quality control measure to ensure that SNSW Technical Officials continue to maintain their high level of competency.

- 2 The SNSW Assessment Panel is to appoint a Referee's Assessor to all SNSW OWS Meets, as required, and Marathon Swimming Meets as requested, to undertake the task in 1 above.**

Where possible Assessors will not assess officials from their own Area.

- 3 The SNSW Assessment Panel will determine an appropriate workload for Assessors so that all technical officials view the role of assessor as credible and professional.**

**GAINING REFEREE OPEN WATER SWIMMING CERTIFICATION**

- 4 All Referees seeking Referee Open Water Swimming (ROWS) certification are required to complete an application form which is available on the SNSW website or from the SNSW office.**

This form is designed to obtain relevant information regarding the applicant's prior experience in open water swimming technical officiating positions. A minimum of 12 months demonstrated experience in all open water officiating positions is considered desirable. A copy of entries in the Swimming Australia Limited (SAL) Logbook would be useful.

- 5 All Referees aspiring to ROWS are required to successfully complete the SWIMMING AUSTRALIA ASSESSMENT TOOL – UNIT 10 (OWS REFEREE).**

**6 All ROWS candidates should demonstrate a commitment to work at SNSW Open Water Swimming Meets**

This would include attendance at a minimum of two SNSW Marathon Swimming Meets in the twelve-month period prior to assessment. This also gives the candidate an opportunity to observe the protocols in place for officiating at State and National meets.

**7 All ROWS candidates are required to be mentored by a TOWS appointed Referee on at least two occasions, at an approved Marathon Series Meet, prior to an initial assessment at a SNSW TOWS approved meet.**

The SNSW Assessment Panel reserves the right to make a final approval before a candidate is placed on the SAL list of Open Water Swimming Referees.

**GUIDELINES FOR THE OPERATION OF THE SNSW TECHNICAL OPEN WATER SWIMMING COMMITTEE.**

**1 The SNSW TOWS committee will achieve consistency in assessments by agreeing to work towards defining REFEREE OPEN WATER SWIMMING assessment standards, and by sharing and discussing all assessment reports, considering hypothetical's, and on occasions, multi-assessing a candidate.**

To preserve privacy, a candidate's name will be removed from assessment reports used for training purposes. A candidate's approval must also be sought and given where multi-assessing techniques are being used.

**2 The candidate being assessed is to be given a copy of the assessment report.**

**3 Swimming NSW notifies SAL of candidates who were successful in gaining accreditation as a Referee Open Water Swimming.**

**4 The outcomes of all ROWS assessments are to be shared with the full SNSW TSC and TOWS.**

Individual assessment documents are not to be shared with the full TSC.

**5 The Swimming NSW Technical Swimming Committee receives a copy of the Assessor's report for the overall performance of technical officials and technical official areas relevant to the running of an efficient State Championship Meet.**