



## **TECHNICAL OFFICIAL DEVELOPMENT POLICY PATHWAY TO LEVEL 2 AND LEVEL 3 REFEREE AND STARTER ACCREDITATION**

### **PURPOSE AND CONTEXT**

Swimming NSW (SNSW), via the SNSW Technical Swimming Committee (TSC), has a responsibility to all stakeholders to ensure appropriately skilled Officials adjudicate competitions according to the applicable rules. Higher level competitions require advanced level of officiating skills, experience and competencies.

This policy defines the process and pathway for Swimming NSW Technical Officials to attain the skill level toward:

- Swimming Australia Limited (SAL) Referee Level 2 Accreditation, for Refereeing State Meets,
- SAL Starter Level 2 Accreditation, for Starting State Meets,
- SAL “suitability to appoint to National meets” for Level 2 Referees and Starters. This is a pre-requisite for attaining Level 3 Accreditation.

The Assessment requirements for these accreditations are described in the SAL National Officiating Accreditation Program (NOAP).

Before Level 2 Referees or Starters can be appointed at National Meets, SAL requires independent assessment of candidates at a State Meet. SAL meets the expenses for these Assessors to attend SNSW Meets for the purposes of these assessments. SNSW has an obligation to SAL to ensure the quality of these candidates.

This policy also defines the process and pathway for SNSW Level 2 Referees and Starters to demonstrate appropriate skill development and commitment to justify SNSW application to SAL for Assessment for suitability to appoint to National Meets.

## **BACKGROUND**

The SNSW TSC is responsible to the SNSW Board for:

- The pathways, training and development of Referees and Starters towards Level 2 and Level 3 Accreditation,
- The coordination, organisation and development of Technical Official training and development, relevant to ensure the successful operation of State Meets,
- The appointment of appropriately skilled Technical Officials for all Company swimming meets. Appointment objectives include:
  - Officiating Standard requirements,
  - Consistency,
  - Meet Function,
  - Technical Official development,
  - Pathways toward Level 2 and Level 3 Accreditation.

## **RESOURCES**

The SNSW TSC may use any or all of the following appropriately qualified resources:

- Mentors,
- Experienced Officials,
- An appropriately appointed sub-committee consisting of Mentors and experienced Officials,
- The SNSW TSC.

for any and all of the following:

- Mentoring,
- Technical Official training and development,
- Assessments for Level 2 Referee or Starter,
- Assessment for suitability to appoint for assessment at a State meet, for either
  - Level 2 assessment or,
  - Assessment by a SAL Assessor for National Appointment
- Assessment for Referee Extension SWD
- Assessment for Referee Extension OWS.

## **SUPPORT FUNCTIONS REQUIRED**

- Mentoring, coaching and training of Technical Officials at SNSW Meets and designated Pathway Meets,
- Training and workshops,
- Candidate performance and development review,
- Assessments.

## **PATHWAY TO LEVEL 2 REFEREE or STARTER**

The pathway to attain the skills required of Level 2 Referees and Starters is as follows:

- Completion of SAL Module 11 “Self-Management for Advanced Officials”, under the guidance of a Mentor,
- For Referees, where the candidates have yet to pass an examination as part of their Referee Accreditation, the completion of the SAL Level 1 Referee’s Exam with a pass mark of 85%, before an assessment,
- Participation at designated Pathway Meets where Candidates can receive Mentoring, Coaching and Training
- A “Competent” assessment at a Pathway Meet is required before a candidate can be appointed to both of
  - Country or Metropolitan Meets, where Multiclass Events are conducted, and
  - State Age 13-18 Years Long Course, where heats and finals are conducted,
- Two (2) “Competent” assessments at these meets, shall earn a Candidate Level 2 Accreditation.
- Assessment shall be undertaken by a suitably credentialed Referee or Starter, as applicable,

When appointing Level 2 Referee and Starter candidates for assessment, the TSC shall consider:

- Performance at State and Pathway Meets,
- Participation and performance at designated training and development activities,
- Ability to work in a team environment,
- Ability to receive and apply feedback,
- Demonstrated commitment to SNSW meets.
  - As a guideline, attendance at a minimum of ten (10) sessions at SNSW State meets within a current, rolling three-year period is considered a reasonable demonstration of commitment. As there are 29 sessions available each summer and 16 sessions available each winter, this is possible within one season,
  - Attendance at SNSW 13-18 Years State Age Long Course Championships shall be highly regarded.

## **PATHWAY TO LEVEL 3 REFEREE and STARTER**

The pathway to attain the skills required of Level 3 Starters and Referees is as follows:

- A “suitability to appoint at a National Meet” assessment can be conducted at any State Championship or Pathway meet.:
- This assessment shall be undertaken by a suitably credentialed Referee or Starter (as applicable),
- A “Competent” assessment at any of these meets shall be sufficient for SNSW to request a SAL assessment of the candidate,
- The SNSW TSC shall appoint candidates to the positions to be assessed when advised by SAL that a SAL Assessor will be attending the meet. Note that SAL has indicated that they will not send an Assessor for one (1) candidate only.
  - SAL require this assessment to be undertaken at a meet where heats and finals are conducted

When appointing Level 3 Referee and Starter candidates for assessment, the TSC shall consider:

- Demonstrated commitment to SNSW meets,
  - As a guideline, appointment and subsequent attendance to the position the candidate is seeking Level 3 assessment at a minimum of six (6) sessions at SNSW State meets within a current three year rolling period, is considered a reasonable demonstration of commitment. As there are 29 sessions available each summer and 16 sessions available each winter, and an Official can be appointed to up to three (3) sessions per season, this is possible within two (2) seasons
    - When considering appointments to SNSW Pathway meets, the SNSW TSC may give priority to Candidates for Level 3 suitability assessment where there are resource or appointment constraints that limit the number of candidates that can be assessed
- Demonstrated commitment to National Meets.
  - Candidates need to be aware that SAL will apply this consideration when making Referee and Starter appointments at National meets,
  - Where there are resource or appointment constraints that limit the number of candidates that can be assessed, the SNSW TSC may, when considering appointments to SNSW meets for Level 3 Suitability Assessments, give priority to Candidates with a demonstrated commitment to nominate for National Meets (whether nomination results in an appointment or not).

## **PATHWAY MEETS**

Pathway Meets are opportunities where Technical Officials can receive coaching, development, training and mentoring for the purposes of refining and developing advanced officiating skills required at higher level meets.

These meets also provide opportunities for accumulating State level experience and bridging any gaps between officiating at Club and Area meets, and State and National meets.

As well, these meets also provide opportunities for Areas to incorporate State protocols and standards back to Club and Area meets, providing an opportunity for Areas and Clubs to align the conduct of their meets with that of State meets. This can provide a seamless, consistent officiating experience for both Technical Officials and athletes across Club, Area, State and National level competition.

Currently the Pathway meets coincide with the Development Squad program. These meets are:

- National A (previously A Squad) Meet – targeted towards Level 3 (National) and Level 2 (State) performance,
- Target Senior & Junior (previously B&C Squad) Meet – targeted towards Level 2 (State) performance,
- Achievers (previously D Squad) and Country Regional meets – introduction to State level performance.

## **STATE CHAMPIONSHIP MEETS**

State Championship meets are the highest level at which SNSW Technical Officials can officiate in the SNSW calendar.

These are meets where Technical Officials can acquire experience and demonstrate the commitment and skills required of National Level, and higher, officials, and where aspirants can refine the advanced level officiating and decision making skills required of elite Technical Officials.

NSW Open Long Course and NSW State Age 13-18 Years Long Course, where heats and finals are conducted, are meets where candidates for Level 3 Referee and Starter can be assessed for suitability for assessment by a SAL Assessor. These are also meets where a SAL Assessor can undertake a “suitability to appoint at a National Meet” assessment

The following are considered State Championship meets for the purposes of this policy:

- NSW Open LC and SC,
- NSW State Age LC and SC,
- NSW Metropolitan LC and SC,
- NSW Country LC and SC.