




**MENTORING SWIMMING  
OFFICIALS – PART #2**

**BUILDING ON GOOD HABITS**

USA SWIMMING OFFICIALS COMMITTEE



**BUILDING ON GOOD HABITS**

**EARLY COMMUNICATION**

- **Communicate early with the Meet Referee, Chief Judge**
  - **If they haven't reached out to you, you reach out to them. Reminder to circulate Request for Eval form**
- **Who are the Officials seeking evaluation? Who's checking eligibility?**
- **Not eligible? Provide alternative ideas**
- **Make sure Professional Document has been sent/received**
- **Use those Guidelines for mentoring, not "My Way" or the "National Way"**

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**BUILDING ON GOOD HABITS**  
**DON'T OVERLOAD YOURSELF**

- Don't accept more than you can devote teaching time
- Too Many? Request additional help
- Consider dividing along Position Pairs
  - Deck Referees & Starters
  - Chief Judges & Stroke & Turn Judges
  - Deck Referees & Chief Judges
  - Admin Referees & Deck Referees
- Help Train a new Mentor, or two
- Still too many? Turn away those late requests


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**BUILDING ON GOOD HABITS**  
**MENTORING ISN'T EASY**

- Not up to speed... Get them there!
- 4 Sessions isn't the cut-off point
- "Cheerleader" Evaluations vs. meaningful Assessments and Tips
  - Be Factual and Honest
  - Use the Evaluation as a Reminder
- Overcome Roadblocks
  - OQMs needn't be National Championship Protocols
- Model a Stroke Briefing


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**BUILDING ON GOOD HABITS**  
REMEMBER YOUR ROLE AS AN EVALUATOR

- **You are not the Meet Referee and not mentoring the Meet Referee**
- **Please...Don't interfere in the meet Planning or Operations**
- **Explain some of the different operations, but don't change what's in place**


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**BUILDING ON GOOD HABITS**  
REMEMBER YOUR ROLE AS A  
VETERAN OR EXPERIENCED OFFICIAL

- **There is a 1:1 Ratio – the Mentee only needs one Mentor**
- **Please...Don't interfere in the Mentoring**
- **Certainly answer questions, but if you have an opinion on performance, only the MENTOR should receive your thoughts**

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**BUILDING ON GOOD HABITS**  
**FINAL THOUGHTS**

Be prepared to help your Mentee understand Certification Requirements,  
including Teaching/Learning Activities and  
**Applying for Certification**

**Carefully consider How, When and Where Feedback is provided**

Interested in improving your Feedback Techniques? Go to:  
**[www.icre.pitt.edu/mentoring/overview.html](http://www.icre.pitt.edu/mentoring/overview.html)**

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**MENTORING SWIMMING  
OFFICIALS**

**THANK YOU FOR**

**BUILDING ON GOOD HABITS**

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