



## OFFICIALS COMMITTEE REPORT – ISI HOUSE OF DELEGATES

September 25, 2015

### **Background:**

The Officials Committee since last April has focused on four main areas to improve the way we recruit, educate, certify and communicate with our community of nearly 800 officials. The overall objective is to focus efforts on *Illinois* Swimming, balancing the desire for our officials to rank advance with those that simply want to volunteer and improve their skills; working to do that in ways that encourage them and make it easier to be / remain an official.

This report summarizes the actions and progress in each of these areas to date.

### **Goal 1: *Continue training progress that been made to date***

- *Better defined Area Representative roles;*
- *Cultivate officials for IL Swimming, reaching a broader base with the goal of having officials at all clubs; communicate and support clubs in getting to a 20:1 ratio;*
- *Continue to build on Safesport progress;*
- *Move beyond the ‘what’ and ‘how’, and push further with our officials in explaining the ‘why’, eliminating the line beyond regular and ‘championship’ protocol.*

### Progress:

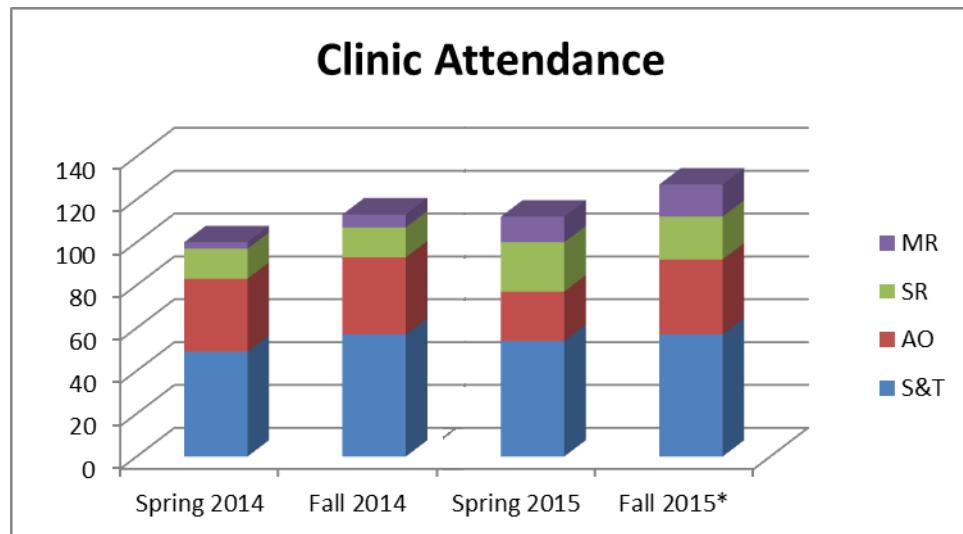
The Officials Committee has several new members and/or new roles. Jack Yetter (SCST) is now responsible for Education (previously Clinic Operations), and Mike Parker (PAC) is now responsible for Clinic Operations. In addition, two (2) new area representatives have been added to the Officials Committee:

	Club Responsibility
• Mark Daniel (EST)	CHMP, CLSC, CPD, GSC, EST, EXPR, HOSC, HSC, IGSC, KNAC, LACS, LTIL, LYON, MANN, MDWY, RBSC, TOPS, TST, UICA, ULT, WEST, WAY, WYAC
• Marcia Srivastava (NTSC)	BDSC, BLUE, CATS, COHO, DPRC, GA, GTAC, HPAC, LATT, LEAN, LFSC, MMSC, MYST, NTSC, NU, PAC, SCT, SWAQ, WILD, WOSO, YWFF

New Area Representative goals have been established and communicated to increase our officiating ranks at all clubs. These new goals include area reps meeting once per year with each club in their area, adding one new official to each club, and getting at least one official for each club in their area. These goals will be used as a metric to measure progress in growing the officiating base.

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Five (5) training clinics will be conducted this fall and 141 officials have registered to attend. For the period September 2014 – July 2015, 299 officials certified for the first time in a new position. Over the past four seasons we are seeing consistent growth in clinic attendance across all officiating positions as shown below:



Spring clinic planning is now in progress for the Re-Certification year clinics. Locations and dates will be announced later this fall.

### **Goal 2: Strengthen the relationship with smaller teams and Y-Clubs**

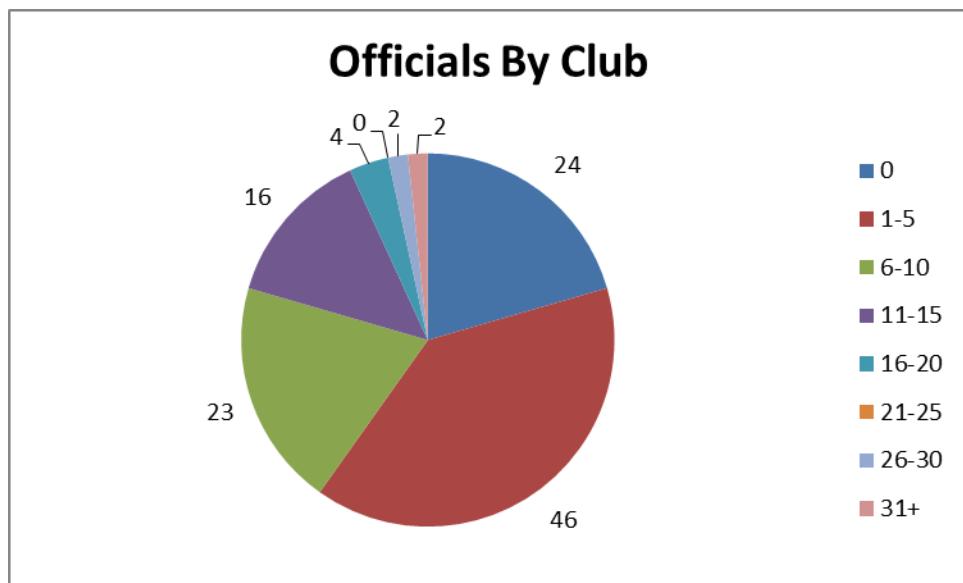
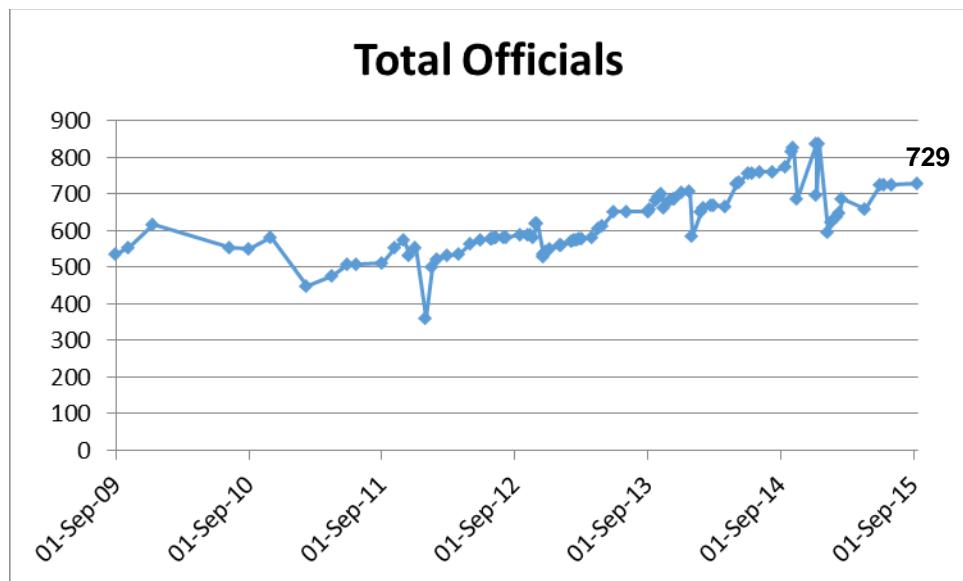
- Regular and constant communication to get people involved;
- Work with clubs to find ways to get and retain officials;
- Work to make dual certification easier without diluting the skill sets and in ways that encourage officials to work more meets.

### Progress:

The Officials Committee recently completed an audit and refresh of the officials section of the new ISI web site launched earlier this year. In addition, the monthly newsletter is now sent regularly via email to our officials communicating new opportunities and current events that affect our officiating community.

The following charts outline the total officials and breakout by club. 24 clubs (20%) have no officials, and 94 clubs (60%) have less than five officials---a continuing trend over the last several years. So while the total number of officials is trending up, they are becoming more concentrated with the top four clubs now having 19% of all officials. Adding new officials to small(er) clubs will be the primary task for the Area Representatives as we seek to bring new officials into our ranks.

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### ***Goal 3: Explore new training methods for delivering officials training***

- Continue to improve our website and online communications and other uses of technology;
- Consider use of on-deck mentors or training specialists and expand use of evaluators to enhance our talent pool.

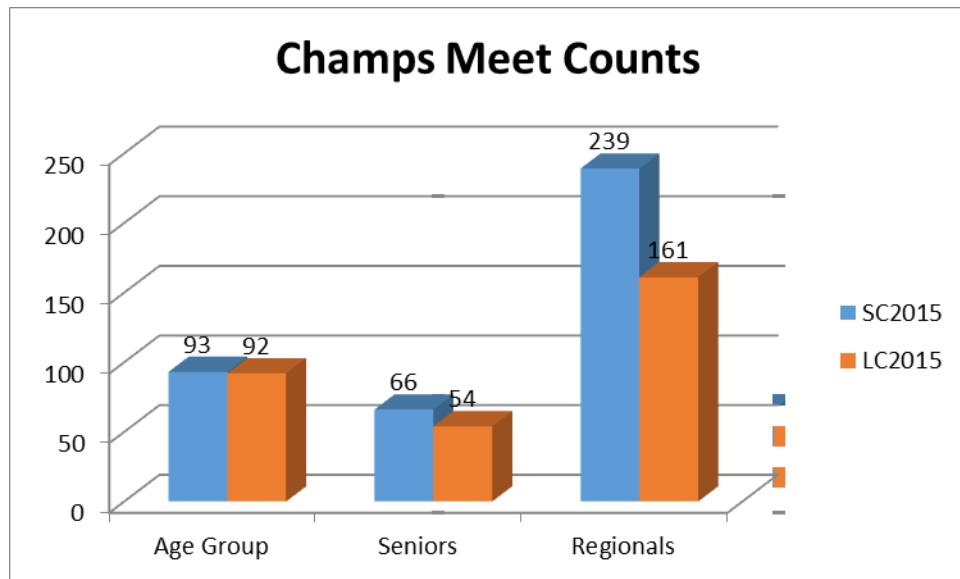
#### Progress:

A sampling of officials' training cards submitted since January 2015 was recently completed to ensure new/advancing officials were given sufficient feedback from evaluators and meet referees as a part of their trainee evaluation process. Approximately 95% of the training cards reviewed were judged to be sufficient in terms of the quantity of comments provided. While this initial audit didn't attempt to judge

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the merit or quality of the comments, it was a valuable first step in gaining insight into how we instruct our advancing officials.

Based on the audit results a new official's training card guide was created. This guide summarizes the training criteria, by session, for each of the four officials' positions. Developed for both the trainer as well as the trainee, the guide is expected to foster better communication between the parties and serve as a guide for trainees as they progress through each successive, required training session.



In addition to the training cards the Officials Committee will be expanding the number of Officials Qualifying Meets (OQMs) sanctioned by USA Swimming. The Senior and Age Group Championship meets will also be designated as OQMs, bringing the total to four meets for this short course season. OQMs provide officials the opportunity be evaluated for training and/or advance towards national (N2/N3) qualifications. Two meets at this time have received OQM designation for the short course season:

- SCST Chicagoland Championships, February 12-14, 2016
- BNNSC Holiday Prelims/Invitational, December 4-6, 2015

More details on these meets will be distributed shortly to the officials via the newsletter and will be available on the web site.

### ***Goal 4: Continue the last several year's momentum towards building a better officiating core***

- Increase succession planning and building the bench of officials;
- Develop use of standardized handbooks, documenting the 'tribal knowledge' easing the transition for officials as they move into leadership roles;
- Ease the credentialing process by addressing the alignment of dates and earning opportunities for CEU credits.

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### Progress:

Succession plans are a regular discussion topic during the monthly Officials Committee meeting. Candidates for regional meet referees are identified from officials working in a leadership position (MR/SR, CJ or Admin team lead) at the championship meets. Generally after a referee has worked the lead positions they are a candidate for a Regional championship meet position assignment. Regional meet referees are in turn considered for championship meet lead team positions (MR/SR, CJ, Admin). Finally as officials move through the assigned lead positions they in turn become candidates for the championship meet referee assignments.

Short Course Championship official's lead teams are now in place. Meet referees for the short course championships are:

- Seniors: Brett Cumberland (ULT)
- Age Group: Dave Johnson (MAVS)

Official re-certification dates have been moved to better align with the USAS Non-Athlete membership and Athlete Protection expiration dates. All three credentials are now renewable on a calendar-year basis, and will expire in January effective immediately. These changes were recently announced in coordination with the annual re-certification process. The new process was communicated in the last newsletter as well as via an email to all officials.

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