

Referee Assessor Update

1. DESCRIPTION

This lesson plan is provided as an update for Referee Assessors and National Assessors

2. GOALS

- Review the AYSO assessment program
- Update assessors on trends in assessing and current assessment feedback

3. PREREQUISITES

AYSO Assessor or National Assessor

4. STUDENT MATERIALS

- AYSO National Referee Program Manual
- AYSO Assessment Forms
- AYSO Preparing for Assessments, a guide for referees
- AYSO Referee Advisor Handbook

5. INSTRUCTOR EQUIPMENT and MATERIALS

- White board or blackboard
- Overhead projector or LCD projector

6. INSTRUCTOR NOTES

None

7. ATTACHMENTS

None

LESSON PLAN

Introduction (5 minutes)

- Introduce instructor and, if time permits, have students introduce themselves.
- Explain that the goal of this training is to summarize the AYSO assessor program and to provide updates from feedback received from assessors and assessment candidates

Body (60 minutes)

Purpose of the AYSO Assessment Program:

- Provide feedback to referees that is:
 - Positive
 - Constructive
- Provide referees assessed or observed with increased confidence and knowledge
- Improve overall quality of referees

Assessments and Observations: (15 minutes)

1. Assessments compared to Observations:
 - a. Observation-required for upgrade to Intermediate Referee
 - i. Focus on providing relevant and specific information to the referee that will improve their capabilities when officiating matches beyond the basic level that are more physically demanding and challenging
 - ii. Observations are a learning experience where referees observed are given guidance to improve skills
 - iii. Verbal feedback to candidate as an entry level intermediate referee is required
 - iv. Written feedback is strongly encouraged but not required.
 - v. Once the candidate has been observed and debriefed the referee has met the observation requirement for upgrade to intermediate referee
 - vi. Observer must sign candidate's upgrade form
 - b. Assessment for upgrade to Advanced or National Referee
 - i. Focus should be on the candidates ability to manage matches beyond the candidates current level
 - ii. Candidate should be expected to perform as inexperienced referees of the certification for which the referee is being assessed

Instructor Note: This is the central issue in this up-date training. Assessors must understand that candidates for upgrade are expected only to perform as an inexperienced referee in the level being assessed. They are not expected to perform at the highest level of that certification level. See 'Frequently Asked Questions...' below for additional information that may be used to emphasize this point.

- iii. Verbal feedback to candidate as an entry level of the certification being assessed is required
- iv. Written feedback is strongly encouraged but not required, except when the candidate is not successful. Then written confirmation is required.
- v. Failure to meet requirements must be clearly stated and clearly documented to the candidate

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- vi. Assessor must sign the candidates upgrade form upon successful completion of an assessment
2. Assessment & Observation Requirements:
 - a. Upgrade from Regional to Intermediate Referee: One observation as a referee in a U-12 match and one recommended as an assistant referee
 - b. Upgrade from Intermediate to Advanced Referee: One as referee and one as assistant referee in a U-14 match.
 - c. Upgrade from Advanced to National Referee: Two assessments as referee in U-16 or U-19 matches and one as assistant referee in a U-19 match. (the SRA may authorize substitution of U-16 for U-19, if U-19 matches are not available).
3. Games acceptable for Assessments:
 - a. Minimum match length: Two 30 minute halves
 - b. Typical regular season AYSO match
 - c. Non-AYSO match as long as the diagonal system of control is used
4. Assessor authority:
 - a. Assessor:
 - i. Act as advisor
 - ii. Administer fitness test
 - iii. Observe candidates for upgrade to Intermediate Referee
 - iv. Assess candidates for upgrade to Advanced Referee
 - b. National Assessor
 - i. Act as advisor
 - ii. Administer fitness test
 - iii. Observe candidates for upgrade to Intermediate Referee
 - iv. Assess candidates for upgrade to Advanced Referee
 - v. Assess candidates for upgrade to National Referee
5. Requirements for upgrade to National Assessor:
 - a. A qualified Assessor with:
 - i. One year in grade
 - ii. Performed at least 10 assessments/observations with minimum of 5 as assessments for upgrade to Advanced Referee
 - b. Approved by Section Referee Administrator or Section Director of Assessment
 - c. Complete National Assessor Course and pass National Assessor Examination
 - d. Successful completion, as determined by an existing National Assessor, of one practice assessment on a referee officiating a U-16 match and one practice assessment on a referee officiating a U-19 match

Advisor Program: (10 minutes)

1. Purpose: To provide early feedback and support to new and developing referees
2. Administration: Administered by the Regional Referee staff with support from the Area and Section staffs
3. Advisor requirements:
 - a. Appointed by the Regional Referee Administrator or Regional Director of Assessment

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- b. Intermediate Referee or Regional Referee who has completed referee training Module 19 (The AYSO National Referee Program)

Assessment/Observation Tools: (5 minutes)

- Emphasize that tools and material are available on aysohelp.org
- Briefly go over assessor forms with emphasis on the standard forms as tools for assessment
- Briefly discuss the *Referee Advisor Handbook* and *Preparing for Assessments, a guide for referees* as resources for assessors and observers

Frequently Asked Questions & Field Comments: (30 minutes)

Instructor Note: Ask the assessors to present questions and comments they have received as assessors. Make certain that the following areas are covered by comments from the assessors or by the instructor. Add other local questions, as necessary.

Q: Should all referees observed by passed?

A: Yes, Intermediate candidates have received at least 7.5 hours of additional training, passed the Intermediate Referee examination and have officiated at least 25 matches with at least five in U-12 prior to upgrade. Further, the candidate should have received support and feedback through the Advisor Program. The Intermediate Referee is to be “Trained in the skills needed beyond the basic level to referee soccer matches that are more physically demanding and challenging...”

Based on the expectations for entry level Intermediate Referees and the training and support they receive, the National Referee Commission (2003) determined that a pass/fail assessment was not needed for advancement from Regional to Intermediate Referee. As a result, the observation was created to be a positive feedback opportunity.

Q: What is a typical regular season AYSO Match?

A: Nearly all matches are typical regular season matches. Assessors should avoid using this requirement as an excuse for requiring re-assessment when the assessor knows of other material reasons why the candidate should be reassessed.

Q: What is the process for scheduling an assessment and assigning assessors?

A: The process is determined by the appropriate referee staff. The following is recommended:

Action	Requested by	Scheduled/Approved by
Scheduling a game	Candidate	Observation: RRA or RDA Assessment: Advanced-RRA or RDA Assessment: National-RRA or RDA
Scheduling observer/Assessor	RRA or RDA	Observation: RRA or RDA Assessment; Advanced-ADA or ARA Assessment: National-SRA or SDA

Note: It is recommended that the candidate not schedule their own match or assessor.

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Q: How many referee candidates should not be successful in their assessments?

A. There is no specific number. Assessments are designed to be positive activities that encourage referees to succeed. Furthermore, the minimum game-count requirements and an ongoing mentoring program are designed to enhance the likelihood of success. As such, the mind-set going into an assessment by the candidate and assessor should be positive with an expectation of success. Generally speaking, a vast majority of Advanced Referee candidates should pass all assessments. On the other hand, greater skill is needed at the National level and additional assessments may be required to meet minimum standards; particularly if attempted prior to achieving the minimum game count in an environment that lacks mentoring. In any case, it is critical that the candidate understand the position of the Assessor and knows areas that need to be improved.

Q. How well must a candidate perform in an assessment to be successful?

A. Candidates for upgrade to Advanced Referee are expected to perform as inexperienced Advanced Referees. Advanced referees will have minimum experience of 50 matches with a minimum of 10 at U-14. Likewise, National Referee are expected to perform as inexperienced National Referees. National Referees will have a minimum experience of 100 matches with a minimum of 30 at U-16/U-19. With these minimum requirements, candidates are not expected to perform at the highest level of the certification for which they are being assessed.

Q. What is the most important thing an assessor can do to improve the AYSO referee program?

A. There are many important things including being an active assessor to assist. However, the most important is to encourage the development of a pro-active Advisor program in each Region, Area and Section.

Q. What if the candidate for upgrade wants an observation or an assessment, but the staff does not believe the candidate is ready?

A. When a candidate for upgrade requests an observation or an assessment, it is the duty of the referee staff to diligently seek to provide the observation or assessment in a prompt manner.

Conclusion – (10 minutes)

- Summarize main points raised
- Encourage participation in observations and assessments
- Emphasize the importance of the Advisor program