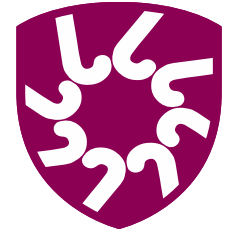


# **MIDLANDS HOCKEY**

**Marking Scheme for panel umpires  
September 2022**



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# What is a 'good' score?

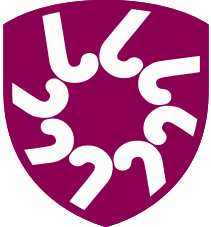
There has been no change to the marking scheme

- 5 is a good score
  - We understand that human nature tells us differently

Focus on the adjectives that describe the performance

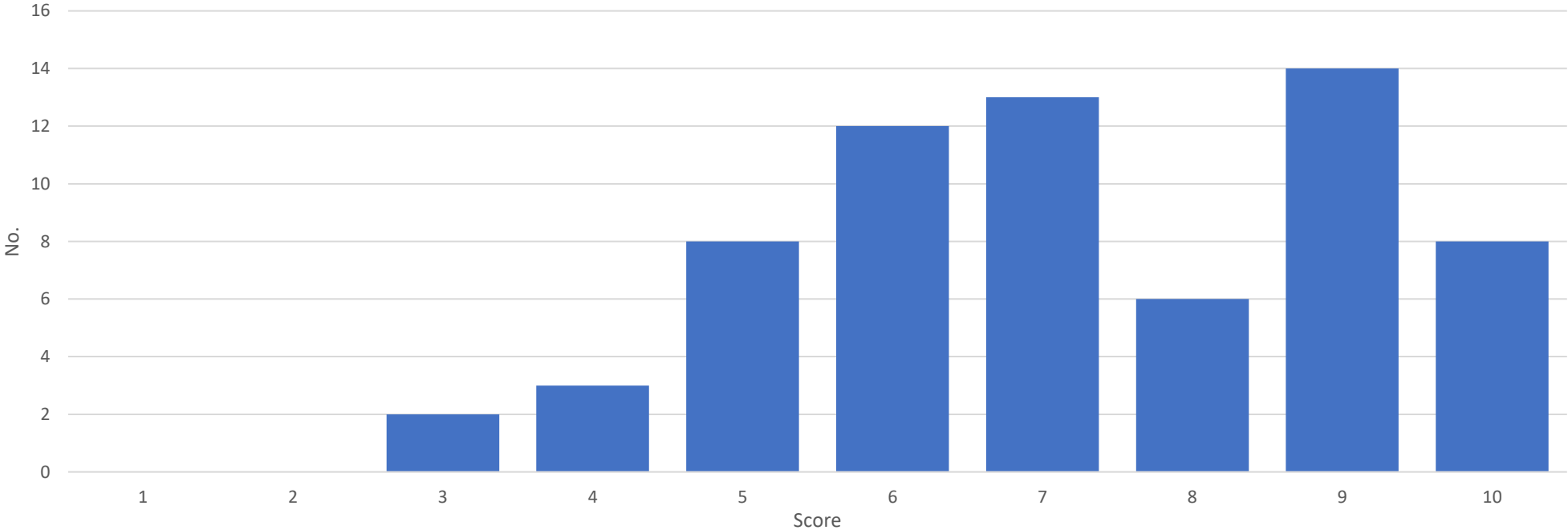
<b>Level of Performance</b>	<b>Panel Comparison</b>	<b>Mark</b>
Very Disappointing	Below Panel	1
Disappointing	Below Expected for Panel	2
Acceptable / Good	Expected for Panel	3, 4, 5
Very Good	Above Expected for Panel	6, 7, 8
Excellent	Above Panel	9, 10

# 2021/22 Synopsis

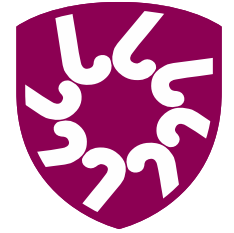


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64 Assessments undertaken



# 2021/22 Synopsis



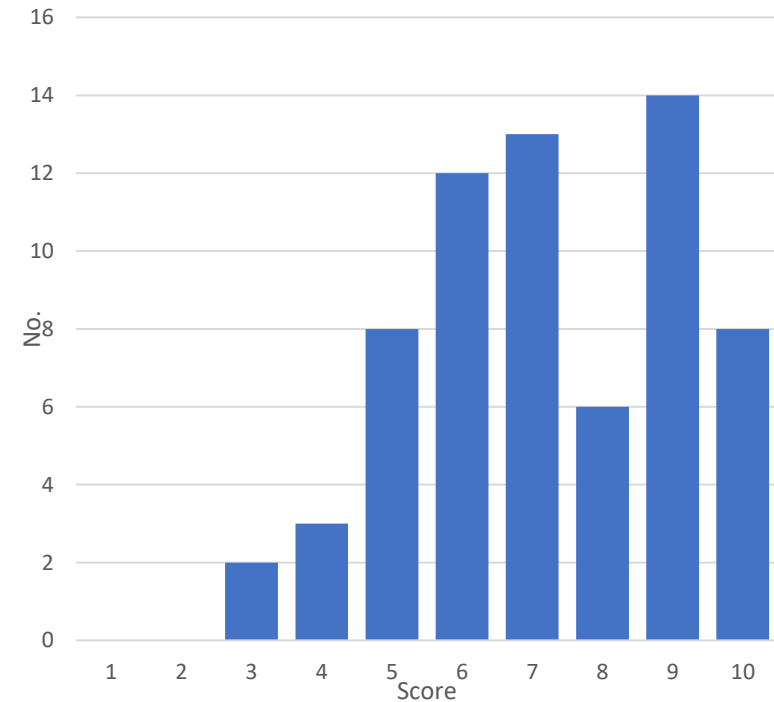
**MIDLANDS  
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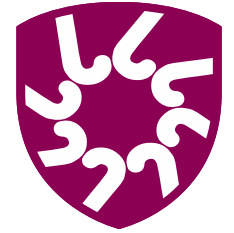
This is not a normal distribution curve!!

Average Mark is 7.20

- Should this be closer to 5?

In mitigation, there was some focus on umpires who were close to/or achieved promotion



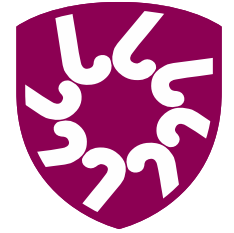


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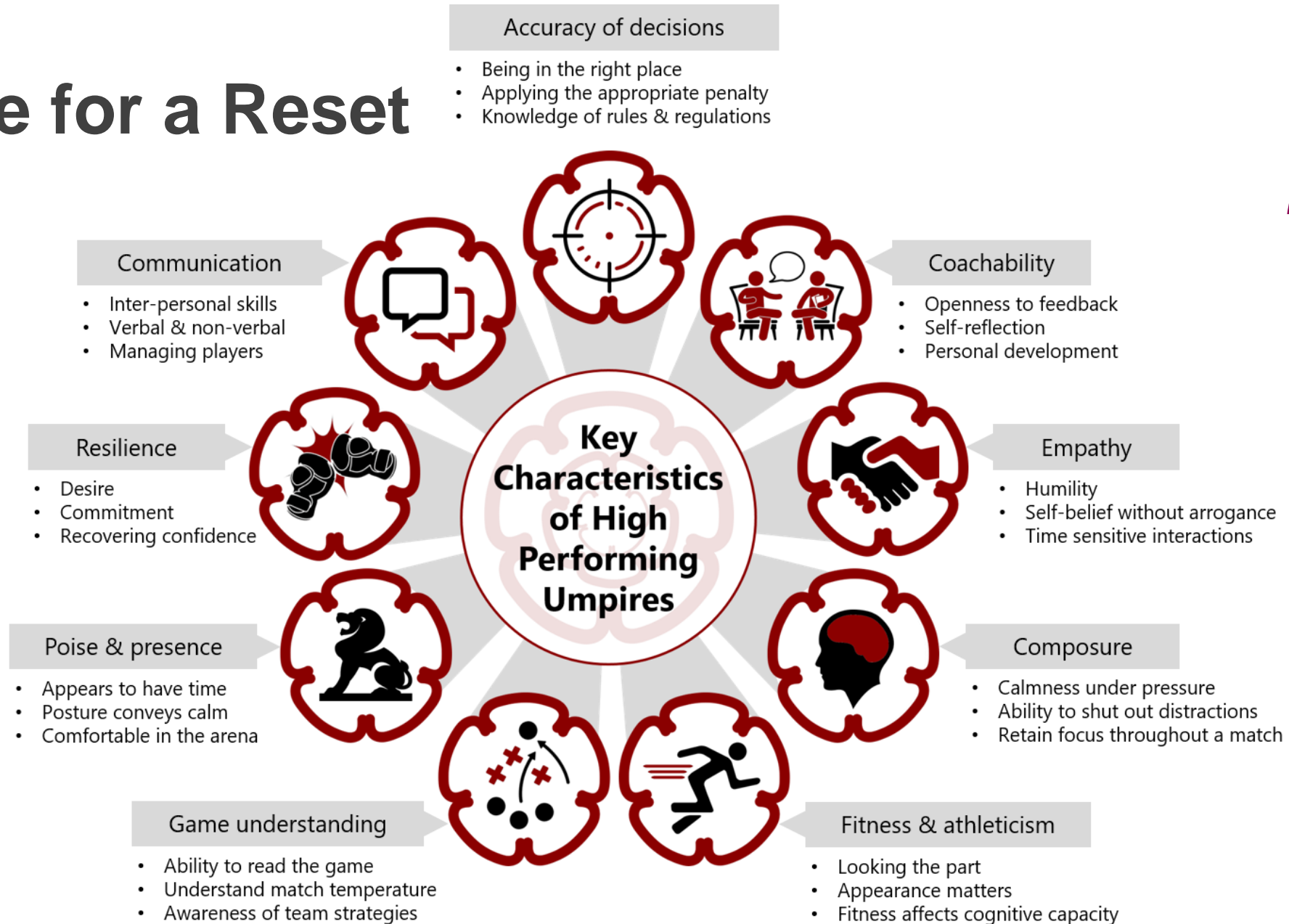
## Reasons why we are over generous

- Don't understand the marking scheme
- Human Nature
- 'Mark Creep'
- **Time for a reset!**
  - Umpire support members are being invited to a session to discuss this.

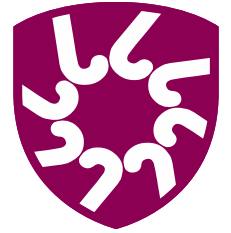
# Time for a Reset



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# Report Forms



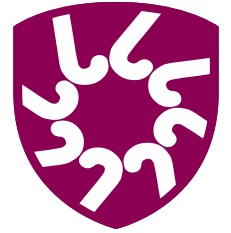
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So far we have only talked about marks. We are also amending our report forms to bring us in line with the NPUA's Key Characteristics of High Performing Umpires

New headings for report forms will be

1. Accuracy of Decisions; Communication; Game Understanding
2. Resilience; Poise and Presence; Composure
3. Fitness and Athleticism
4. Coachability; Empathy
5. Overall

# Report Forms -



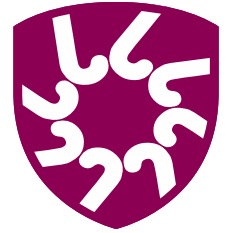
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You should expect all post-match reviews to be focused around the 9KC's

- Not necessarily all of them
- A coaching will now have the same format, except for a mark



# ...and finally

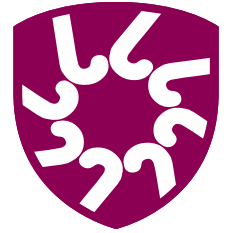


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During the course of the season, we plan to hold, every 2-3 weeks virtual 'Drop In' sessions for all of our Gold Members, who can 'drop in' to discuss anything that might have occurred and you may want some guidance

The first session will be held on **Thursday 6<sup>th</sup> October -7.30pm**

Details will be circulated in due course



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Any Questions?