

Marking Scheme for panel umpires
September 2022

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

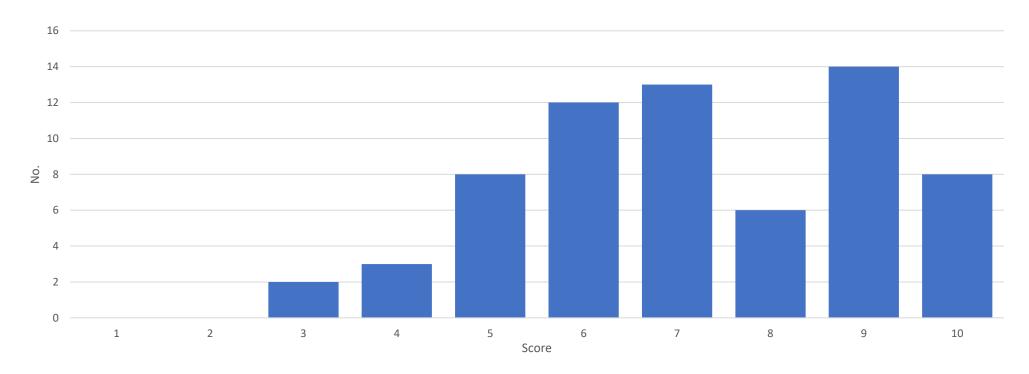
Focus on the adjectives that describe the performance

Level of Performance	Panel Comparison	Mark
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



64 Assessments undertaken



2021/22 Synopsis

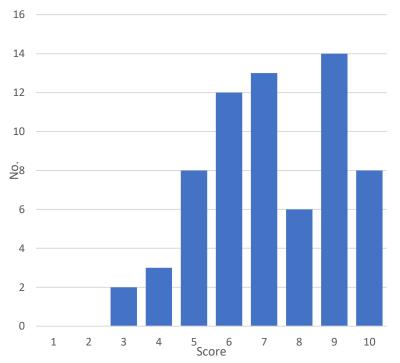


This is not a normal distribution curve!!

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





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

Accuracy of decisions

- Being in the right place
- · Applying the appropriate penalty
- Knowledge of rules & regulations



Communication

- Inter-personal skills
- Verbal & non-verbal
- Managing players



Coachability

- Openness to feedback
- Self-reflection
- Personal development

Resilience

- Desire
- Commitment
- · Recovering confidence



Key Characteristics of High Performing Umpires



Empathy

- Humility
- Self-belief without arrogance
- Time sensitive interactions

Poise & presence

- · Appears to have time
- · Posture conveys calm
- · Comfortable in the arena



**/>)(=3/

Composure

- · Calmness under pressure
- Ability to shut out distractions
- Retain focus throughout a match

Game understanding

- · Ability to read the game
- · Understand match temperature
- Awareness of team strategies

Fitness & athleticism

- Looking the part
- Appearance matters
- Fitness affects cognitive capacity

Report Forms



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
- Fitness and Athleticism
- 4. Coachability; Empathy
- 5. Overall

Report Forms -



You should expect all post-match revies 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



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 6th October -7.30pm

Details will be circulated in due course



Any Questions?