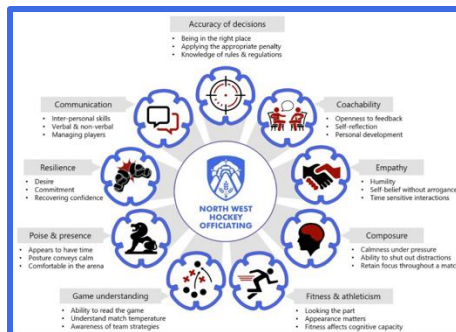


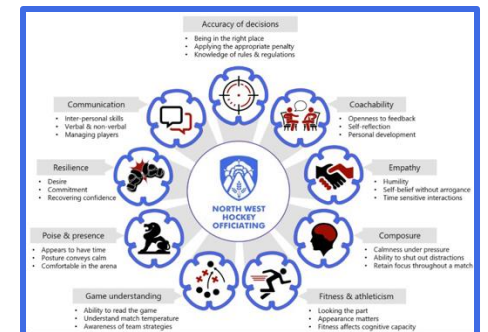
NORTH WEST HOCKEY OFFICIATING

Marking Scheme for Grade 2 Umpires

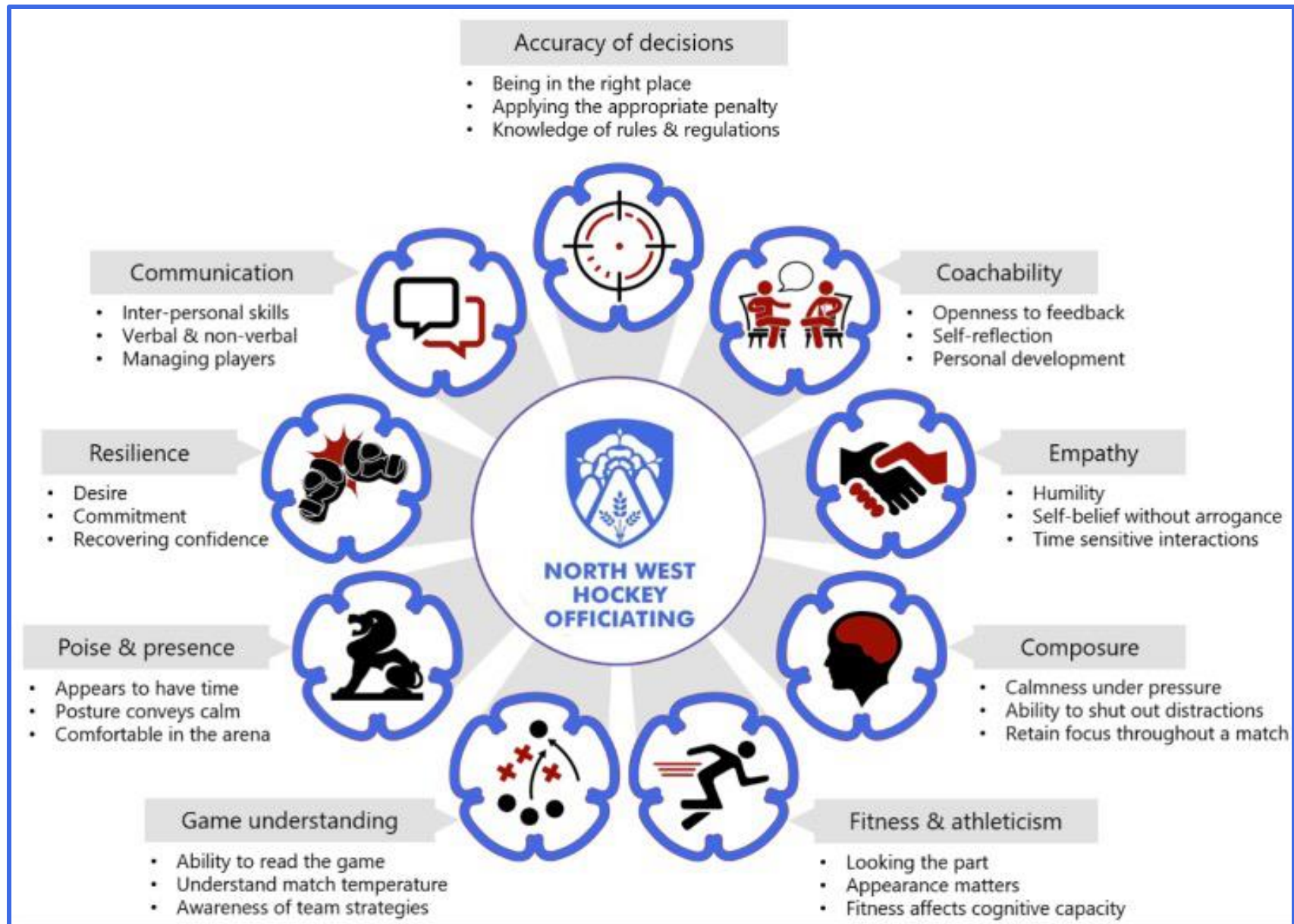
WATCHING (ASSESSMENT & COACHING) REPORTS CRITERIA & GUIDANCE FOR WATCHERS/UMPIRES



KEY CHARACTERISTICS OF HIGH PERFORMING UMPIRES



Key characteristics of high performing umpires



Headings for report forms are

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

Sections for report forms (*Coaching & Assessments*)

1. Accuracy of Decisions; Communication; Game Understanding (*Assessment marking 0-3*)

Accuracy of decisions

- Being in the right place
- Applying appropriate penalties
- Knowledge of rules & Regulations

Communication

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

Game understanding

- Ability to read the game
- Understand Match temperature
- Awareness of Team strategies

2. Resilience; Poise and Presence; Composure (*Assessment marking 0-3*)

Resilience

- Desire
- Commitment
- Recovering confidence

Poise & presence

- Appears to have time
- Posture Conveys calm
- Comfortable in the arena

Composure

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

3. Fitness and Athleticism (*Assessment marking 0-2*)

Fitness, athleticism

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

4. Coachability; Empathy Athleticism (*Assessment marking 0-2*)

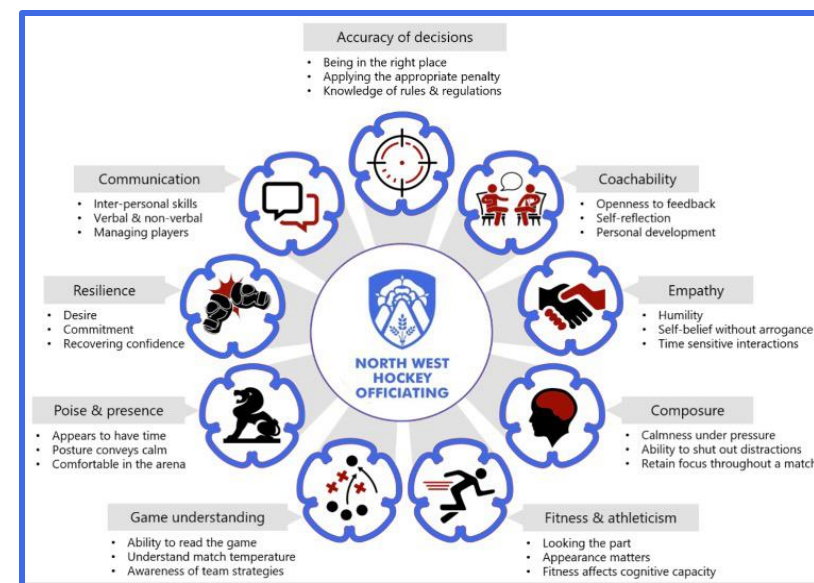
Coachability

- Openness to feedback
- Self-reflection
- Personal development

Empathy

- Sensitive interactions
- Humility
- Self - belief without arrogance

5. Overall



Assessment Marks

Assessment Marks, For reference Purposes		
1	Unsatisfactory	Below Expected for Grade 2
2	Very Disappointing	Below Expected for Grade 2
3	Disappointing	Coaching required
4	Below average	
5	Average	Expected standard
6	Above average	
7	Good	
8	Very Good	
9	Excellent	Above Grade
10	Excellent	Above Grade

What is a 'good' Assessment Mark?

- 5 is a good score
- We understand that human nature tells us differently
- Focus on the adjectives that describe the performance

Umpire Watching Report Template

Competition					
Fixture	Home Team	Away Team	Score	Venue	Start Time
Colleague	Level				
Colleague	Level				
Completed by: (Date & Time)					

Accuracy of Decisions, Communications, Game Understanding (3)
Resilience, Poise and Presence, Composure (3)
Fitness and Athleticism (2)
Coachability, Empathy (2)
Overall

Match/Tournament Fitness (delete as appropriate)

Good	Satisfactory	Poor
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Panel at time of assessment:	
Watcher	

Assessment Marks, For reference Purposes		
1	Unsatisfactory	Below Expected for Grade 2
2	Very Disappointing	Below Expected for Grade 2
3	Disappointing	Coaching required
4	Below average	
5	Average	Expected standard
6	Above average	
7	Good	
8	Very Good	
9	Excellent	Above Grade 2
10	Excellent	Above Grade 2

Match/Tournament Fitness

Good – the umpire’s fitness level had no detrimental impact on their performance. This is the level to which all umpires should aspire.

Satisfactory – on one or two occasions during the game a lack of fitness was evident but this had a negligible impact on performance. On receipt of a ‘Satisfactory’ mark, the umpire should look to improve their fitness level.

Poor – the umpire’s fitness level was such that it had a detrimental impact on performance. This is an unacceptable level of fitness and without improvement will result in demotion from the Panel