

REFEREE SATISFACTORY PERFORMANCE METRICS:

**Training path for new Referees:**

- Sessions to Certify: 4 on-deck training sessions over at least two meets.
- Evaluations to Certify: 1 self + 2 certifiers
- Certifier Qualifications: N2 or N3 DR -or- Experienced\* LSC Referee -or- Officials Committee DR

\*An experienced Referee is one formerly held an MR certification or has been an LSC DR for at least 2 years and 24 sessions



	Description	NEEDS IMPROVEMENT (1)	MEETS CRITERIA (2) <i>Must receive at least a 2 for each criteria to pass</i>	EXCEEDS CRITERIA (3)
1	On Time	Is late, absent or unprepared for sessions.	Arrives on-time for sessions and pre-session briefings.	Arrives on-time, prepared with necessary personal equipment. Coordinates in advance with the Meet Director and Admin Official/Referee regarding meet setup, supplies and pre-session-start activity.
2	Attire	Is not appropriately attired when officiating.	Is generally appropriately attired when officiating.	Is neatly and professionally attired when officiating.
3	Deck Personnel	Is unfamiliar with one or more other roles on the pool deck.	Is familiar with positions of Admin Official, Announcer, Clerk of Course, Starter, Stroke and Turn Judge, Chief Judge, Timer, and Meet Marshal.	Is proficient in the roles of Admin Official, Starter, Stroke and Turn Judge and Chief Judge. Understands the roles of Timer, Announcer, Clerk of Course, and Meet Marshal and can provide guidance when necessary. Enjoys mentoring other officials.
4	Meet Information	Is unfamiliar with the meet information, and/or does not understand the which duties belong to the Meet Director vs. Meet Referee, and/or creates unnecessary conflict with the Meet Referee/Host	Is aware of the meet format, timeline, and assignments, and accepts and applies instructions from the Meet Referee. Understands the different roles of the Meet Referee and Meet Director/Host. Can work effectively with a narrower subset of Meet Directors.	Understands all elements of typical South Texas "Meet Information" and how specific elements may impact competition. Works cooperatively with the Meet Director to develop Meet Information appropriate for each particular meet. Understands the different roles of the Meet Referee and Meet Director/Host. Can work effectively with Meet Directors of varying styles and experience levels.
5	Sanction	Does not effectively support the South Texas sanction process and/or does not understand the minimum requirements for a "legal" meet.	Understand the South Texas meet sanction process and what makes a meet "legal" per USA-S and STS.	Understand the South Texas meet sanction process and what makes a meet "legal" per USA-S and STS. Works cooperatively with the Meet Director to assure meets are sanctioned legally and in reasonable advance.
6	Stroke Rules	Does not understand all or some of the rules and interpretations for butterfly, backstroke, breaststroke, freestyle, medleys and relays.	Understands and applies the rules for the start, stroke, kick, turn, and finish for butterfly, backstroke, breaststroke, freestyle, medleys and relays.	Understands and applies the rules for the start, stroke, kick, turn, and finish for butterfly, backstroke, breaststroke, freestyle, medleys and relays and is able to provide explanations and mentoring to stroke and turn judges.
7	DQ Process	Does not understand the Referee's role in the DQ vetting process or does not apply the stroke rules or meet information fairly and consistently.	Understands and demonstrates the Referee's role in the DQ vetting process, including interaction with judges, CJs and admin officials. Applies the rules fairly and consistently.	Understands and demonstrates the Referee's role in the DQ vetting process, including interaction with judges, CJs and admin officials. Applies the rules fairly and consistently. Handles DQ-related iterations with coaches, athletes and other referees calmly and efficiently.
8	Accommodations	Is unaware of Article 105	Understands that referees have responsibilities under Article 105 regarding swimmers with disabilities, but may not be familiar with guidelines	Is familiar with Article 105 and the various accommodations or modifications for swimmers with disabilities
9	Referee Protocol	Does not demonstrate correct positioning and/or whistle protocol when working with the Starter.	Demonstrates correct positioning when working with the Starter. Demonstrates correct whistle protocol for all required starts (backstroke, flyover, chase, etc.).	Demonstrates correct positioning when working with the Starter. Demonstrates correct whistle protocol for all required starts (backstroke, flyover, chase, etc.). Follows established heat timing guidelines, even under high workload conditions.

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	Description	NEEDS IMPROVEMENT (1)	MEETS CRITERIA (2) <i>Must receive at least a 2 for each criteria to pass</i>	EXCEEDS CRITERIA (3)
10	False Starts	Does not understand false start protocol or rarely correctly identifies false starts.	Understands false start protocol, correctly identifies and practices it sometimes, but still misses some reasonably noticeable false starts.	Understands and practices the False Start Protocol. Has reviewed and understands the published False Start Scenarios.
11	Radio	Is uncomfortable using a radio or is unable to describe infractions using USAS rule book language.	Can process typical DQs over the radio and uses USAS rule book language with some guidance.	Demonstrates correct radio protocol in a variety of situations and consistently uses USAS rule book language.
12	Planning & Briefing	Does not sufficiently plan or recruit, and/or cannot provide adequate pre-session briefings.	Demonstrates sufficient pre-meet planning, recruiting and communication with fellow officials. Delivers adequate pre-session briefings.	Demonstrates sufficient pre-meet planning, recruiting and communication with fellow officials. Delivers clear and concise pre-session briefings. Is able to effectively work with team leads on delegating responsibility when appropriate.
13	Deck Protocol	Cannot establish reasonable deck protocols and/or is unable lead the officials on deck.	Sets reasonable protocols. Provides sufficient leadership to officiate the swim meet.	Sets efficient meet-specific deck protocols. Leads the team of officials, calmly and professionally. Provides strong leadership and constructive mentoring to all officials on deck.
14	Assignments	Does not make appropriate deck assignments to support meet operations.	Makes appropriate deck assignments to support meet operations. Somewhat effective supporting officials' preferences and training goals. May not be familiar with how the variety of environments impact staffing choices (e.g. deck space, radio availability, weather).	Makes appropriate deck assignments that balance meet operations with officials' preferences and training goals. Selects appropriate leaders for delegated responsibility or mentoring. Balances the workload as evenly as practical across the available staff. Understands how to make assignments in a variety of meet environments.
15	Post-Meet	Does not always support end-of-meet responsibilities.	Completes end-of-meet responsibilities, including both on-deck tasks and post-meet reporting.	Completes end-of-meet responsibilities, including both on-deck tasks and post-meet reporting. Provides post-meet feedback to participants as needed. Readily solicits and accepts feedback from others.
16	Demeanor	Acts unfriendly, disrespectful or unprofessional toward swimmers, coaches, officials, volunteers, spectators, or staff.	Is cordial when interacting with swimmers, coaches, officials, volunteers, spectators, and staff.	Acts diplomatically, professionally, and respectfully when interacting with swimmers, coaches, officials, volunteers, spectators, and staff. Develops a positive rapport.
17	Judgement	Struggles to address issues without impacting normal operations, or is inconsistent or unfair in offering resolution.	Resolves issues fairly and consistently as they arise.	Resolves issues promptly, efficiently, fairly and consistently as they arise. Understands the "next steps" throughout the meet, and often mitigates potential issues before they arise.
18	Variety	Rarely works at referee outside "home" pool/club.	Works as a referee at different types of meets and for different hosts/pools within the LSC.	Works as a referee at different types and levels of meets, and for different hosts/pools both inside and outside the LSC.
19	USAS Guidance	Is generally unfamiliar with performance criteria outlined in the USAS Referee Professional Document. Is unfamiliar with USAS Safe Sport and MAAPP rules.	Is aware of the performance criteria outlined in the USAS Referee Professional Document and the USAS Safe Sport and MAAPP rules.	Understands the performance criteria outlined in the USAS Referee Professional Document and the USAS Safe Sport and MAAPP rules.