



SDCLOA

BOC Observation Program

Purpose

The BOC Observation Program will serve SDCLOA in three primary ways.

- To improve the Association's training program by providing individualized feedback to officials and working with trainers to develop plans to improve each official's rules understanding and game mechanics.
- The program will provide feedback to the board, ensuring that all members are meeting the high standards of officiating set by the Association.
- The program will serve as a key component of the Officials Certification Program (Probationary, Certified and COC/NILOA). An on-field observation will be required before any official is able to move from one certification level to the next.



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Structure

The observers program will be a structured, organized program aimed at fairly and accurately evaluating officials for the association as well as for the individual official.

Observers Coordinator: The BOC Chairman will be responsible for tracking observations.

Certified Observer: A Certified Observer will be an official who qualifies as a certified official and has been selected by the SDCLOA Board of Directors as an observer. Certified Observers will be able to observe officials of any/all levels.

Approved Observer: An Approved Observer will be an official who qualifies as a certified official and has been selected by the SDCLOA Board of Directors as an observer. Approved Observers will observe probationary and certified officials, but not COC/NILOA officials.



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Methodology

Observations will consist of both qualitative and subjective assessments.

Observers will take into account a number of factors including the level of play, officiating partners, and environmental conditions in order to accurately assess the official's on field performance.

The observation will begin with the pre-game, include the entire contest and end following a short post game with the official.



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Observation Ratings – 5 Sections

1. Positioning and Hustle

- Right place, right time.

2. Rules Knowledge

- Awareness and understanding of the rules.

3. Judgement and Rules Application

- Throw or No-throw, Game situation, By-the-Book.

4. Communication with Other Officials and Table Personnel

- Verbal and non-verbal skills

5. Demeanor

- Your role during the game and how you come across to others.



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Section Scoring

Each section is given an objective score by the observer using the guidelines below. A possible score of 75 is achievable per evaluation.

<u>Score</u>	<u>Observation Recommendation</u>
1-3	Official does not meet the expectations for an official at the level of play observed.
4-6	Official met only the minimal requirements for the level of play and may struggle at a higher level.
7-9	Official met most of the expectations and should be observed again later before being considered for more challenging games
10-12	Official met all the expectations and should be considered for more challenging games.
13-15	Official exceeded expectations for the level of play and met every challenge successfully. Official should strongly be considered for more challenging games.



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Observations

Three different types of evaluations can occur:

Periodic Observation: All SDCLOA officials will be required to be evaluated at least once every three years with a score provided.

Certification Advancement Observation: An Official must be observed with a passing score in order to advance to the next level of certification (Probationary, Certified and COC/NILOA).

Requested Observation: Any Official may request an observation. It may count towards one of the requirements above or may be solely for personal development, scored or unscored.



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Process

Observers will be assigned to games through Arbiter.

Observers will be required to be at the game for the pre-game as well as a short post game with the official.

The observer will observe one official for 4 quarters.

A copy of the evaluation must be submitted to the BOC Chairman and the official being observed within 48 hours of the observation.



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Appeals

If an official feels as though they have been unfairly or incorrectly observed, they may appeal the observation.

The appeal should be sent directly to the BOC Chairman and will be handled on a case-by-case basis and depending on the situation.

Once an appeal has been completed, the determination is final.

Beyond the appeal process, the official may request additional observations as outlined previously.



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BOC Chairman:

Rick Christensen

Certified Observers:

John Bistowski

Nick Carroll

Bob Duggan

Tim Dyer

Approved Observers:

Nick Beckmann

Rick Christensen

Jon Cima

Donald Clay

Mike Gervase

James Horna

Greg McAlpine

Chris O'Mahoney