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# **Handbook for Referee Assessors**

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## Introduction

Assessors play an essential role in developing the modern day referee. They are the guardians of standards and provide a quality service for referee retention, development and promotion. First and foremost, the assessor's role is to help referees to improve and become better referees.

The aim of this booklet is to broaden your knowledge on assessing referees at Provincial level as well as offering practical assistance regarding your work as an Assessor.

Having gained a substantial amount of on-field experience, it is considered a natural progression for a senior referee to wish to assist in the further education and development of colleagues by becoming an assessor. Many senior referees embark on a career as an assessor whilst still officiating, and this ensures an even smoother transition into the assessor role.

By accepting the responsibility of being an assessor, one is able to support active colleagues and contribute to their development and progress as referees. It is necessary for an assessor to attend an approved Course of Instruction conducted by The Canadian Soccer Association or a Provincial Soccer Association. This Course not only prepares the assessor for his role within the game, but provides him or her with a recognized qualification as a Canadian Soccer Association Accredited Assessor at an appropriate level.

By becoming involved in the assessment of referees, a most valuable service is being offered to less experienced referees who will appreciate the positive and constructive help passed on to them by more senior colleagues. It is a most satisfying and enjoyable role.

Senior referees who wish to become assessors should contact their Provincial Soccer Association, Referee Development Committee to embark on the first step of this rewarding role.

Joe Guest  
Director of Refereeing  
Canadian Soccer Association

## **Canadian Soccer Association Scheme for the Accreditation of Assessors**

The Canadian Soccer Association recognizes that it is vital to have an approved and monitored assessment scheme which will ensure that assessors are all working to a National Standard.

In order to become a CSA Accredited Assessor, it is necessary to attend an approved Training Course established by the CSA and delivered by a Provincial Soccer Association. It will also be necessary to demonstrate that standards are being maintained so the Canadian Soccer Association will make arrangements for Accredited Assessors to have their performance monitored as and when appropriate. Accreditation is awarded for a fixed period, after which time further In-Service Training will be required to maintain the accredited position.

### **Qualities of an Assessor**

1. Refereeing experience over a credible period of time
2. Knowledge of the Laws of the Game currently being implemented
3. Ability to view the game through the eyes of the referee
4. Ability to objectively analyse the performance of the referee
5. Ability to objectively evaluate on-field performance to the marking guide and list of competencies
6. Ability to prioritise the strength and development areas of the referee's performance
7. Ability to provide 'routes out' of any perceived shortcoming
8. Ability to motivate officials whilst offering advice
9. Ability to collate information in order to conduct a short debrief immediately after the game
10. Ability to present all the relevant information in a legible, written format within 72 hours of the game

## **Criteria to Become a CSA Accredited Assessor:**

Assessors will be accredited by the Canadian Soccer Association in accordance with the criterion in the Regulations for the Registration and Control of Referees which are reproduced below:

**District Assessors:** Assessors who have completed the Basic Assessor Course and provided, for evaluation by the Provincial Association, a minimum of two assessments completed at the district level, which meets the standard as determined by the Association from time to time

**Regional Assessors:** Assessors, who have completed a minimum of 2 consecutive years as a District Assessor, attended In-service training, and whose assessments, having been evaluated by the Provincial Association, meet the standard as determined by The Association from time to time. Regional Assessors may assess at the District level without any further training.

**Provincial Assessors:** Assessors, who have completed a minimum of 2 consecutive years as a Regional Assessor, attended In-service training, and whose assessments, having been evaluated by the Provincial Association, meet the standard as determined by The Association from time to time. Provincial Assessors may assess at the Regional and District level without any further training.

**National Assessors:** Assessors who satisfy the criteria established by The Association from time to time, following nomination by an Provincial Association to The Association, and those Assessors who satisfy the criteria, established by The Association from time to time, for outstanding ability as determined by The Association

**Re-Accreditation:** Assessors must attend Assessor In-service training every two years, or as determined by The Association from time to time, to maintain their Accreditation. Reaccreditation will be dependant upon the Assessor having completed a minimum of 8 assessments each year at the accredited level; attendance at the bi-annual in-service training; and evaluation of assessments by The Association or Provincial Association to the standard determined by The Association from time to time

## **Practical Advice for Referee Assessors (Involved in assessment of officials up to and including Provincial Referees)**

1. Make a travel plan as you did when you were refereeing.
2. Ensure a thorough record of the performance is taken, noting strengths and areas for development.
3. Obtain the optimum viewing position for the game
4. Never act as an assistant referee when appointed as an assessor.
5. Feel free to make contact with the referee should there be need for clarification. Otherwise adhere to Provincial Association guidelines.
6. Should contact not be possible, before leaving the ground observe the referee's return to the dressing room.
7. Allow yourself thinking time between the end of the match and preparing your report.
8. When preparing the report please ensure all relevant materials are used:  
Notes taken during the game (planning sheet etc)  
Laws of the Game  
Guide to Assessing (including marking guide)  
Competition Rules.
9. It is recommended that you prepare a rough copy of your report. This will allow you to amend it if required. It is essential that you are positive in your approach at all times. Should you identify any area for development you must provide the relevant advice to ensure improvement in future performances.
10. Ensure the report is both legible and grammatically correct and that it arrives at the Provincial Association within 72 hours of the game.

As the guardians of standards your report will play a vital part in the development of the referee. You should therefore be prepared to offer advice every time you identify a development area indicating the "route out". Your approach should be that of a coach offering practical guidance to improve performance. You should also be prepared to discuss any matter upon which the official is seeking clarification or should the Provincial Association require more information.

Your reports should:

1. Be accurate in recording names, classification, date and teams.
2. Be in the second person (“you conducted yourself in a confident manner.....”)
3. Make reference only to the game you have observed.
4. Ensure that each section has a detailed comment including any development points.
5. Itemise the areas which attract critical comment (“24 mins you may have been able to make a different judgment had you adopted a different position .....”). Use clear, simple understandable language.
6. Ensure Law is quoted correctly.
7. Ensure correct terminology is used.

## **A Guide to Referee Competencies**

The introduction of a competency based referee assessment scheme provides everyone concerned in the game with several benefits. It is recognized that a District Referee seeking promotion to Regional Referee should display certain skills in key areas such as application of Law and movement around the field of play. A referee seeking promotion to Provincial Referee should display an enhanced level of skill competence across all the key areas. This scheme clearly identifies the key skills required for each level of referee to progress.

This allows the referee to understand what is required to progress as well as providing the assessor with a method of determining the official's potential more closely against clearly laid out criteria.

The introduction of this scheme also creates a career pathway for assessors who can move toward a more senior level of football depending upon the quality of their written reports.

### **Pre- and Post- match competencies**

It is an expectation of officials at all levels to be able to display the following competencies, which will encourage best practice from an early stage in the official's career. Not all of these competencies will be measured and commented upon in the assessment. However, they will ensure the appropriate management of any situation.

#### **Pre-match**

- Acknowledge fixtures
- Leave enough time to travel to the ground
- Politely meet the clubs' representatives
- Inspect the field of play
- Inspect players' equipment: jewellery/footwear/undershorts/club colours.
- Meet and instruct assistant referees where appointed or provided by the teams

#### **Post-match**

- Be prepared to meet/speak to club representatives (if behaving appropriately)
- Be prepared to meet the match assessor (when appropriate)
- Ensure all reports are completed and dispatched appropriately

## Skills within each Competence appropriate at Levels of Refereeing

*This section outlines the elements of each competence, and gives some guidance as to what the assessor should be looking for to confirm that the element of that particular competence has been met.*

### **1. Application of Law** (contains decision making accuracy)

**District Referee** is able to:

- i. Know when and how to start / stop the game
  - Checks appurtenances and players' equipment prior to the game
  - Stops when an expectation exists
- ii. Differentiate between penal and technical offences
  - Appropriate stoppage and correct signal
- iii. Recognise when to take action regarding Sending Off/Caution/Misconduct
  - Assessor's judgment on what the referee should have seen and followed up with action
  - Dissent is dealt with appropriately
- iv. Make an appropriate award for restart of play
  - Apply Law with a corresponding method of restart
  - For offside offences

**Regional Referee** is able to demonstrate all of the above, and:

- i. Use the correct caution/dismissal manner & procedures
  - Achieves desired outcome through: being calm, courteous and confident; following defined procedures; accurate and assertive
- ii. Appropriately manage and deal with  
Offensive Insulting Abusive language and/or gestures  
Dissent
  - Referee responds in context and to the situation
- iii. Distinguish between careless-reckless-excessive force
  - Appropriate sanction implemented

- iv. Recognise offside accurately
  - Able to recognise offside position with an awareness of the position required to judge
  - Exceptions in law recognised
- v. Apply the laws consistently
  - Having set appropriate standard, benchmark is maintained

**Provincial Referee** is able to demonstrate all of the above, and appropriately deal with;

- i. Serious Foul Play / Violent Conduct / Denial of an Obvious Goal Scoring Opportunity
  - If recognized correctly, is the appropriate sanction given as an outcome?
- ii. Mass confrontation
  - Has the instigator and anyone escalating the situation been identified as the protagonists with the situation defused, the desired outcome achieved and the game restarted successfully?
- iii. Determine & appropriately deal with persistent misconduct
  - Having spoken to a player is appropriate action taken at further offences?
- iv. Recognise offside and implications of passive / active play
  - Are all Assistant Referee signals responded to automatically?
- v. Accurate awards on holding / pushing / pulling and or impeding
  - Is the referee in contact, and in position to judge with the correct differentiation between holding and impeding, with the correct restart?
- vi. Correctly manage the occupants of the Technical Area where appropriate
  - Are the Laws of the Game and regulations of competition rules managed accurately?
  - Are substitutes managed, including warm up?
  - Is any misconduct dealt with appropriately?

## **2. Positioning/Fitness/Work rate**

**District Referee** is able to;

- i. Face play at all times

- ii. Display a commitment and willingness to be involved in the game
- iii. Demonstrate movement around the field of play utilising the use of time when play has stopped; also move toward the location when an offence has been detected and penalized.

**Regional Referee** is able to demonstrate all of the above, and;

- i. Obtain reasonable viewing positions with the Assistant Referees
  - Were signals missed?
  - Was the referee looking through play?
  - Did the referee have the Assistant Referee in view when appropriate?
  - Did the referee anticipate play?
  - Did the referee adjust position in accordance with the pattern of play?
  -
- ii. Have knowledge of set play situations (utilize time when the ball is out of play):
  - Anticipate the 'drop zone'
  - Maximize position
- iii. Maintain activity throughout the game:
  - Proximity to play
  - Mobility and movement
- iv. Obtain credible distances from play:
  - Too close to play
  - Too far from play
  - Constantly having to avoid the ball and players
- v. Awareness of next phase of play:
  - Take into account the pattern of play
  - Adjust position when necessary

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Anticipate open play
  - Proximity to play
  - Remaining with the pace of the game
  - Moving off patrol path if/when necessary
- ii. Adopt a position to detect or prevent offences
  - Viewing position
  - Side on view for challenges especially in the dropping zone
  - Utilize dead ball time

- iii. Right place/Right time
  - Adjust patrol path when necessary
  - Penetrate the penalty area when required
  - Continue movement – run through play
- iv. Use extremities of the playing area when required
  - (as per right time/right place above)
  -
- v. Display a willingness to go the extra yard
  - Work rate
  - Body language
  -
- vi. Demonstrate an ability to change pace
  - Acceleration
  - Regain position
  - Realise the need to make ground

### **3. Alertness and Awareness (includes management of stoppages)**

**District Referee** is able to

- i. Display concentration and awareness of open play
- ii. Restart the game correctly and with a reasonable degree of accuracy in positioning
- iii. Able to manage injury situations appropriately

**Regional Referee** is able to demonstrate all of the above, and;

- i. Understanding the skill level of players
  - Advantage – players frustrated when not played or played too much
  - Fussy over trivialities
  - Empathy with the game
- ii. Act decisively
  - Body language
  - Signals
  - Timing of decisions
- iii. Restart play quickly
  - Players frustrated when restart delayed
  - Awareness of what is going on

- iv. Accurately keep time (including correct allowance for stoppages)
  - Disparity in time
  - Amount of time played took account of substitutions, injuries (assessor can only estimate amount of time for these stoppages – acknowledging that the referee is sole judge of time)

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Be proactive and not reactive
  - Communication with players
  - Intervene early to sort out problems
- ii. Utilize the trailing eye
  - Did he slavishly follow the ball
  - Second look – to Assistant Referee.
  - Retain visual contact with the original challenge whilst aware of what is going on in next phase of play
- iii. Utilize peripheral vision
  - Distance from play
- iv. Manage injuries
  - Safety
  - In accordance with Law
  - Treatment for injured player – then caution if necessary
  - Sense of urgency
  - Awareness/recognition
- v. Manage substitutions
  - In accordance with Law
  - Teamwork
- vi. Managing time wasting/delay to restart
  - Proactive
  - Verbal communication with players
  - Take action when necessary – in accordance with Law

#### **4. Communication**

**District Referee** is able to

- i. Make signals
  - Are they made too little? Too often? At appropriate time? Made so that everyone is in no doubt of the ownership of the next phase of play?

- ii. Use a whistle audibly
  - Can it be heard? Is it effective?

**Regional Referee** is able to demonstrate all above, and;

- i. Make signals
  - Clear differentiation between direct / indirect free kicks and directional indication. Straight arm for indirect free kick held appropriately
- ii. Vary the tone of the whistle appropriately
  - Does the tone match the severity of the offence?
- iii. Restart the game correctly
  - Correct method direct / indirect, after injury, (and the drop ball for the unexpected)
- iv. Have positive body language
  - Appears confident, moves purposefully around the field of play and has a friendly smile; enjoying themselves

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Utilize preventative communication
  - Effective use of voice to aid communication and prevention of potential trouble
  - Proactive awareness, short strong blast of the whistle when noting potential conflict between players
- ii. Converse with players
  - Use of the quiet word, e.g. when player incorrectly stands in the opponent's half prior to the start of play
  - Niggles between players: seen to have a firm word
  - Response to player questioning or comment: depending on timing look to build relations and respond, communicating with assertiveness and confidence

## **5. Teamwork**

**District Referee** is able to

- i. Make effective use of Assistant Referees
  - Encourage provision of assistants and provide instructions to obtain support to aid control
- ii. Generally acknowledge signals from Assistant Referees
  - Be seen to communicate, respecting their support

- iii. Give adequate pre-match instructions to Assistants Referees
  - Some communication achieved

**Regional Referee** is able to demonstrate all of the above, and;

- i. Acknowledge and overrule as appropriate
  - As observed by the assessor

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Show satisfactory support for Assistant Referees where appointed
  - Encouragement provided to actively gain support
- ii. Demonstrate team leadership skills
  - Promote communication through eye contact and provide “unseen advice” on marginal decisions

**(Where no assistant referee is appointed, or provided by the team in accordance with local competition rules or by-laws, the referee is to be awarded a mark of 5 in this competency)**

## **6. Advantage**

**District Referee** is able to

- i. Demonstrate when advantage is being played
  - Some communication provided to the players incorporating the arm and voice

**Regional Referee** is able to demonstrate all of the above, and;

- i. Use the correct arm signal supported by the voice when playing an advantage
  - As observed by the assessor
- ii. Demonstrate recognition of when to play advantage
  - Does not play advantage to the detriment of fair play and control, i.e., a reckless challenge

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Carefully/correctly select advantage in terms of:
  - Possession or advantage. Is able to distinguish between advantage and merely possession
  - Position on the field of play. Takes due regard of where the ball and other players are positioned before applying advantage

- Did advantage accrue? Stops game and awards a free kick when advantage does not accrue
- Mood of the game. Adjusts use of advantage to the mood of the game
- Sanctions applied if appropriate. Applies appropriate sanctions during the next stoppage in play

## **7. Overall Match Control**

**District Referee** is able to

- i. Display involvement at an accurate level for the game
  - As evidenced through earlier competencies; an empathy with the game

**Regional Referee** is able to demonstrate all of the above, and;

- i. Display actions to gain respect from the players
  - Consistent application of Law
- ii. Is at ease and confident with their game
  - A game plan that provides direction for management
- iii. Display the appropriate level of concentration
  - As seen through maintaining awareness
- iv. Effect correct and successful control of the game - proactive in doing so
  - As seen through applying communication skills to those of awareness

**Provincial Referee** is able to demonstrate all of the above, and;

- i. Display the relevant level of tolerance.
  - Understanding of acceptable application of Law
  -
- ii. Approach players correctly and deal with them using a positive attitude/ body language.
  - Commensurate use of proactive communication skills
  -
- iii. Manage major issues.
  - Retain composure to accurately manage unusual situations
  -
- iv. Demonstrate and use experience to solve difficult situations.
  - Seen to operate to an effective game plan
- v. Identify the mood/temperature of the game.
  - Awareness that ensures an adjustment to pace and involvement to prevent problems

- vi. Identify tensions in the game and effect solutions, before they escalate, through preventative actions.
  - Implementation of prevention of problems
- vii. Inspire respect from the players.
  - Through sensitive management of players



## Referee Assessment & Development Form

**Type of report: Maintenance / Promotion\***

If promotion – to: Provincial Referee / Regional Referee\*

*\*(delete as appropriate)*

**Name of Referee:**

**Match:**

**Competition:**

**Date:**

**Assessors must complete as advised in the “Assessor Marking Guide”.**

### 1. Application of Law:

X 5 =

### 2. Positioning, Fitness & Work Rate:

X2 =

### 3. Alertness & Awareness: Including Management of Stoppages:

X3 =

### 4. Communication:

X2 =

**5. Teamwork:**

X1 =

**6. Advantage:**

X2 =

**7. Match Control:**

X5 =

<b>Strengths</b>		<b>Development Areas</b>	
<i>Section</i>		<i>Section</i>	

**BASED ON THIS PERFORMANCE I MARK THE REFEREE**

**Name of Assessor:**

**Print:** \_\_\_\_\_ **Signed:** \_\_\_\_\_

**??/100**

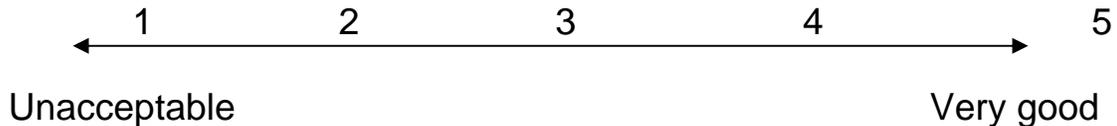
**The information contained within this assessment forms a part of the promotion system, but the final decision concerning any promotion rests with the Provincial Soccer Association.**

## Assessor Marking Guide

Each Area of Competence is marked out of 5. Half marks may be awarded. The assessor is then required to multiply the mark awarded by the weighting attached to each area. So if your mark for application of law was 4 (4 x 5) your overall mark would be 20. Ultimately your overall mark for all Competencies will be out of 100.

<b>1.</b>	<b><i>Application of Law</i></b>	<b>X 5</b>	<b><i>(Max 25)</i></b>
<b>2.</b>	<b><i>Positioning/Fitness</i></b>	<b>X 2</b>	<b><i>(Max 10)</i></b>
<b>3.</b>	<b><i>Alertness/Awareness</i></b>	<b>X 3</b>	<b><i>(Max 15)</i></b>
<b>4.</b>	<b><i>Communication</i></b>	<b>X 2</b>	<b><i>(Max 10)</i></b>
<b>5.</b>	<b><i>Teamwork</i></b>	<b>X 1</b>	<b><i>(Max 5)</i></b>
<b>6.</b>	<b><i>Advantage</i></b>	<b>X 2</b>	<b><i>(Max 10)</i></b>
<b>7.</b>	<b><i>Overall Match Control</i></b>	<b>X 5</b>	<b><i>(Max 25)</i></b>

Each section is marked as follows and then multiplied by the **weighting factor** as indicated.



The assessor should use their experience to determine the quality of the performance as outlined above then adjust by multiplying by the weighting factor. It is expected that, using the pendulum format that a referee starts each game on 3.5 in each competence. This would mean that the expected overall mark will be 70/100. Referees may gain or lose marks in each competence depending on their performance. Where an assessor marks any competence below 3.5 it is expected that a suitable corresponding development point will be offered to the referee. Every section of the report **MUST** be completed.

Having arrived at the overall mark through the addition of marks for each section it can also be checked for consistency with the table below. This will help ensure that the mark arrived at is in line with the accuracy and consistency required by The Canadian Soccer Association.

Mark	Comment
100	An exceptional performance displaying excellent control and accurate application and interpretation of Law supported by management strategies.
90	First class match control and player management incorporating accurate decisions and Law interpretation.
80	A very good performance with high levels of accuracy, management and match control.
70	A performance displaying effective management techniques with satisfactory Law application and control demonstrating competence at the current level with the potential for the next level.
60	A performance with an adequate level of management and control. Identified shortcomings may be improved if the assessor's advice is acted upon. There may be evidence of inaccurate application of Law.
50	A performance below the expected level for the current classification where specific areas of Law application, management and control have been identified, requiring action to ensure improvement.
40	Unsatisfactory performance showing deficiencies in all categories of performance requiring immediate remedial action to be taken.
30	A poor performance displaying a distinct lack of control and management skills. Interpretation of Law is inadequate

## Assessor's Planning Sheet

This planning sheet may be used to record your observations from your notes made at the time. It is designed to assist you identify strengths and areas of development in the key skill areas.

<b>Strength</b>	<b>Development</b>
<b>1. <u>Application of Law</u></b>	
<b>2. <u>Positioning</u></b>	
<b>3. <u>Alertness/awareness</u></b>	
<b>4. <u>Communication</u></b>	
<b>5. <u>Teamwork</u></b>	
<b>6. <u>Advantage</u></b>	
<b>7 <u>Match Control</u></b>	

## Guidance for the Post Match Debrief

Subject to the conditions applicable in the individual Provincial Association a post match debrief should take place. Where a post match debrief does take place the following guidelines may be of assistance:

- The assessor should collate information prior to the debrief. (For information, look for trends and select/prioritise relevant situations including complimentary/development topics).
- The debriefing should be structured in content.
- Always start with a complimentary comment and end on a complimentary comment
- The assessor should take no longer than 15 minutes whilst remaining focused on the task in hand.
- Any comments should be pertinent to the report which will follow
- Any debriefing should be used as an opportunity for clarification.
- A debriefing session should be an interaction between the assessor and the referee working towards the future development of the referee
- Always motivate the referee to read your assessment and to continue refereeing



## Specimen Report for Promotion Candidate

### Referee Assessment & Development Form

**Type of report:** Advisory / Promotion\*

If promotion – to: Provincial Referee

*\*(delete as appropriate)*

**Name of Referee:** A. Promotee

**Match:** Red Lion vs. Black Bull

**Competition:** The Sunday League

**Date:** 26<sup>th</sup> February 2007

**Assessors must complete as advised in the “Assessor Marking Guide”.**

#### **1. Application of Law:**

You did detect most offences but simply did not apply Law to its full extent. Identifying an offence and awarding a free kick is indeed applying Law but if a sanction is required then by doing so Law is fully applied. I would bring to your attention the challenges by RL6 in the 43, 48, 51, 56 and 89th minute. All were reckless and required a caution rather than the “be careful” comment you mentioned in passing. Your narrow path of patrol was the reason on two occasions BB players questioned you long and vociferously regarding offside decisions. From my viewing position they were justified in claiming offside (more in 2). You did caution two players RL9 and 11 also dismissed BB1. All correct decisions and unavoidable. **(3 x 5 = 15)**

#### **2. Positioning, Fitness & Work Rate:**

There can be no doubt you are fit and you displayed a good degree of agility. At this level it is very difficult to anticipate the pattern of play. However, your fitness ensured a very close proximity to play at all times. You displayed a sound judgment of where to be when set plays took place using a sensible starting position and then varying according to the delivery of the ball. Well done. However the problem arises in open play. Currently you adopt a narrow patrol which takes you through the centre circle and you are viewing 9-5 (or in this case RL6) challenges and not detecting the full nature of the challenges. This position equally causes problems with detection of offside. Use your fitness more effectively by adopting a wider angle to view challenges and offside. **(3.5 x 2 = 7)**

#### **3. Alertness & Awareness: Including Management of Stoppages:**

It is indeed unfortunate that due to your positioning and movement as stated previously your obvious alertness did not reap the rewards it deserved. You appeared willing to work hard and attempted to see everything that happened to aid your control, hence your complete surprise

when players questioned your decisions. I have no doubt should you amend your movement your awareness will be improved. **(3 x 3 = 9)**

**4. Communication:**

Your arm signals were of a good standard and left no one in any doubt as to what had been awarded. Your whistle tends to be monotone and would be of more effect if you selected different tones to suit different offences. For instance, ball out of play requires less of a blast as opposed to the blast required following the challenge by RL6 in 43 minutes. I would recommend more verbal interaction with the players as this will ensure they understand what is required by you; you did well with one or two of the players but not all. **(3.5 x 2 = 7)**

**5. Teamwork:**

It was pleasing to see you briefed the two assistants attached to the clubs together as this ensures they both receive exactly the same message. You did well to acknowledge their input without always accepting the direction indicated as they invariably pointed the wrong way. I must say not through any malice simply through lack of professionalism with the flag. **(4 .5x 1 = 4.5)**

**6. Advantage:**

In this game the use of advantage produced some exciting moments for which you should be commended. However, do not be afraid to speak to the perpetrator when convenient or indeed if, as in the 78min, the advantage does not materialize stop play and award the free kick. **(4 x 2 = 8)**

**7. Match Control:**

Your approach ensured the game flowed and the behaviour of the players appeared to keep the game under some form of control. However your control would be enhanced if you applied law fully and increased your communication skills. **(2 x 5 = 10)**

<b>Strengths</b>		<b>Development Areas</b>	
<i>Section</i>		<i>Section</i>	
<b>2</b>	Fitness levels are currently very good with good positions adopted.(see development section)	<b>1</b>	Law needs to be applied more fully. As mentioned recognition and stopping play is not enough
<b>4</b>	Communication was at a good standard, with minor improvements to your whistle technique	<b>2</b>	An increase in the width of patrol would improve Law application by improving detection rate.
<b>5</b>	Teamwork was again very good	<b>4</b>	An increase in communication with the players will enhance an already good level

**BASED ON THIS PERFORMANCE I MARK THE REFEREE**

**60 / 100**

**Name of Assessor:**

**Print: \_\_\_\_\_ Signed: \_\_\_\_\_**

**The information contained within this assessment forms a part of the promotion System, but the final decision concerning any promotion rests with the Provincial Soccer Association.**



## Specimen Reports Promotion Candidate

### Referee Assessment & Development Form

**Type of report:** ~~Advisory~~/ Promotion\*  
If promotion – to: Senior Provincial Referee  
*\*(delete as appropriate)*

**Name of Referee:** B. Promoted

**Match:** Red Lion vs. Black Bull

**Competition:** The Sunday League

**Date:** 26<sup>th</sup> February 2007

**Assessors must complete as advised in the “Assessor Marking Guide”.**

#### **1. Application of Law:**

Throughout this game you displayed a level of control which was above your current level of refereeing. I thought your detection of offences and application of Law to be exemplary without exception. This must be most pleasing for you as this was a testing game at times, a challenge which you met. Your recognition that the first challenge committed by RL5 was indeed reckless and required a caution set the tone as early as the 6<sup>th</sup> minute. However, you even surpassed this when after 9 minutes the RL8 was dismissed for a two footed challenge, most correct and you handled the vain attempts to change your opinion very well. It was from this point that the game settled down and became a football contest. You had no further need for official sanctions.

**(4.5 x 5 = 22.5)**

#### **2. Positioning, Fitness & Work Rate:**

There can be no doubt you are very fit and displayed a high degree of agility. At this level it is very difficult to anticipate the pattern of play. However, your fitness ensured a very close proximity to play at all times. You displayed a sound judgment of where to be when set plays took place using a sensible starting position and then varying according to the delivery of the ball. Well done.

**(4 x 2 = 8)**

#### **3. Alertness & Awareness - Including Management of Stoppages:**

Throughout the game there was a requirement for you to be aware of player behaviour when committing challenges. My view is that you did detect offences and recognized them to a high degree. The game benefited from your input and was restarted efficiently and speedily.

You managed stoppages very well and restarted play efficiently.

**(4.5 x 3 = 13.5)**

#### 4. Communication:

Your arm signals reinforced the decisions given. All were of the approved standard, confidently portrayed. Your whistle tends to be one tone. Consider how you can vary the tone of your whistle to reflect the offence committed. In the 23<sup>rd</sup> minute red 3 committed a robust challenge which required a strong blast of the whistle to stop play, rather than the little peep you offered. Remember your whistle is a vital tool in aiding your communication and selling of decisions. Judging by your verbal interactions with the players you appeared to develop a good working relationship with them and in turn they responded positively to your decision making.

**(4 x 2 = 8)**

#### 5. Teamwork:

I was pleased to see you briefed the two assistants attached to the clubs together. This ensures both receive consistent messages and allows for any questions to be asked. During the game I could see that you were keeping play between yourself and your assistants. There were a number of occasions when wrong directional flags were offered by them. Due to your effective positioning you were able to ensure corrections were made and their involvement was acknowledged. Good eye contact, coupled with positive gestures enabled positive teamwork and co-operation.

**(4 x 1 = 4)**

#### 6. Advantage:

The general mood of the players and the temperature of the game was recognised and in return you applied advantage to suit the various situations of play. You allowed sufficient time for the advantage to accrue and stopped play, penalising the original offence if this was not the case. Remember to speak to the perpetrator when convenient. In the 78min you applied a good advantage but I did not see you speak to the person responsible for the original foul. By doing so reinforces your control and goes some way to establishing credibility.

**(4 x 2 = 8)**

#### 7. Match Control:

Your positive and calm approach ensured the game flowed and players responded to your decision making. You recognized the mood and temperature well, imposing yourself on the game when required and allowing the game to flow when safe to do so. The early caution and dismissal, correctly dealt with, set the tone and established your control. You inspired respect through your approach to players and the sensible management of all situations. Well done.

**(4 x 5 = 20)**

<b>Strengths</b>		<b>Development Areas</b>	
<i>Section</i>		<i>Section</i>	
<b>1</b>	Application of Law very good.		Nil
<b>7</b>	Control of the game never in doubt		Nil
<b>2</b>	Fitness and positioning		Nil

**BASED ON THIS PERFORMANCE I MARK THE REFEREE**

**87 / 100**

**Name of Assessor:**

**Print:** \_\_\_\_\_ **Signed:** \_\_\_\_\_

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## Assistant Referee Assessments

### Assistant Referee Report Form

Assistant Referees will be provided with a single sheet report form which should be completed as follows:

- Each assistant must receive a personal report; it is not acceptable for both reports to be identical other than the name of the assistants.
- Provide written confirmation of the strengths and development areas selected, as communicated in the post match debrief where given.
- These should include examples seen during the game, and for development areas potential solutions must always be offered.
- Strengths and development areas are to be focused upon the requirements listed under the competency areas below.

Half marks may be used when marking all 5 assistant referee competencies. The expected mark in each competency is 7. The competencies for assistant referees are not broken down by classification as they are predominately basic skill sets that improve by reinforcement and practice. Assessors will need to judge, based on their experience, what can be reasonably be expected of the individual official determined by current classification, number of years experience, exposure to acting as an assistant referee etc.

It is not prescriptive that all the competencies need to be addressed in the written sections, only highlighting those of relevance in that particular match. All competencies highlighted as “Areas to Consider for Development” must include a solution, or route out, to support the personal development of the official.

The reports on assistant referees will concentrate on areas for improvement and strengths. Within these categories, the assessor should set priorities and highlight the key areas of performance, concentrating on a maximum of three in each area. Where appropriate, the assessor should offer possible solutions and alternatives and give concrete advice based on actual incidents from the match.

The sections “Areas to Consider for Development” and “Strengths” should be completed based upon the Competencies listed as criteria for marking:

- Alertness / Mental Awareness
- Support & Assistance to the Referee
- Signals
- Offside Judgments- Active / Passive
- Fitness & Positioning

Guidance is given below for each of the competencies. These points are not exhaustive but should help in identifying the key aspects of performance in each competency.

#### ALERTNESS / MENTAL AWARENESS

- Was the Assistant Referee's alertness appropriate for all incidents and eventualities?
- Did the Assistant Referee maintain his/her concentration throughout?

#### SUPPORT AND ASSISTANCE TO THE REFEREE

- Did the Assistant Referee maintain good eye contact?
- Did the Assistant Referee respond positively to the Referee's signals/gestures?
- Did the Assistant Referee judge the Referee's involvement and provide assistance accordingly?

#### SIGNALS

- Approved.
- Clear.
- Decisive.
- Maintenance of unnoticed signals – too long or not long enough?
- Technical Quality of flag-work.

#### OFFSIDE JUDGEMENT - ACTIVE / PASSIVE

- Active / Passive play.
- Sensible positioning to judge.
- Clear and well-timed signals.
- Retention of flag when necessary.
- Correct recognition and signaling of offences.

#### FITNESS and POSITIONING

- Did the Assistant Referee demonstrate fluidity in movement?
- Was the Assistant Referee positioned to provide advice with confidence?
- Did the Assistant Referee respond in a positive manner to the Referee's instructions at set pieces?
- Did the Assistant Referee demonstrate good sprinting speed?

**Guidelines/reference points for assessing assistant referees are given below. These points are not exhaustive but should help to identify the qualities of each assistant.**

- Correct offside decisions
- Clear distinction between active and passive offside (wait and see technique)
- Accuracy of throw-in, goal-kick, corner-kick indications
- Appropriate and clear signals
- Brings to the attention of the referee offences committed behind the referee's back with appropriate disciplinary advice where necessary
- Correct guidance for the location of a foul close to/inside the penalty area
- Assistance on goals in tight situations when the ball has just crossed the goal line
- Positioning and movement – level with the second last defender- smooth movement along the touchline
- Demonstrates sprinting ability for fast breaks and when regaining position after monitoring goalkeeper clearances
- Concentration and awareness generally
- Eye contact with the referee
- Assists the fourth official with substitutions if required

**CANADIAN SOCCER ASSOCIATION ASSISTANT REFEREE REPORT**



Date: 26 May 2007      Match: **ALLIANCE** .V. **NONALLIANCE**

Competition: Provincial U18 League      Name: **I HELP-OUT**

N.B Marks awarded 1 – 10. Please see Guide to marking documents.

	<b>MARK 1 to 10</b>	<b>WEIGHT</b>	<b>SUB TOTAL</b>
<b>ALERTNESS/MENTAL AWARENESS</b>	<b>6.5</b>	x2	<b>13</b>
<b>SUPPORT &amp; ASSISTANCE TO THE REFEREE</b>	<b>6</b>	x 2	<b>12</b>
<b>SIGNALS</b>	<b>8</b>	x 2	<b>16</b>
<b>OFFSIDE JUDGEMENTS – Active and Passive</b>	<b>7</b>	x 2	<b>14</b>
<b>FITNESS &amp; POSITIONING</b>	<b>6</b>	x 2	<b>12</b>
<b>TOTAL MARK AWARDED.</b> Round up to nearest whole number			<b>67 / 100</b>

**AREAS FOR IMPROVEMENT**

1. Try to improve your side stepping technique. This way you can face the field of play whilst making the adjustments in your position on the line.
- 2 Quick breaks of play need to be covered effectively to ensure goal line decisions for corners or goal kicks are made with credibility. In the 78<sup>th</sup> min you were some 8yds from the goal line and unable to assist the referee in making the correct decision.
- 3 Be aware of signaling for an offence, as in the 23<sup>rd</sup> min, when a) the referee is better positioned and/or b) your credibility may be questioned. To combat this always be aware the referee's position and then decide whether your intervention will add to the credibility of the decision and whether it is expected from you.

**STRENGTHS**

- 1 Your recognition of offside was correct and you clearly considered all relevant factors prior to making your decision as to whether to indicate or not.
2. The technical quality of your flag work was of a high standard today
3. You worked well with the 4<sup>th</sup> official in managing the substitutions during the game.

**ASSESSOR: W E SUPPORT**

Date: 27 May 2007

SIGNATURE: .....