

Athletics Canada
National Officials' Committee
Mentoring Program

Presentation for
Sports Officials Canada Officiels Sportifs
November 2005

Athletics Canada National Officials' Committee Mentoring Program Presentation Overview

- **Introduction - David Weicker**
- **Organizational relationships**
- **The case for change**
- **Current status**
- **Future developments**
- **Questions**

Athletics Canada National Officials' Committee Mentoring Program Presentation Overview

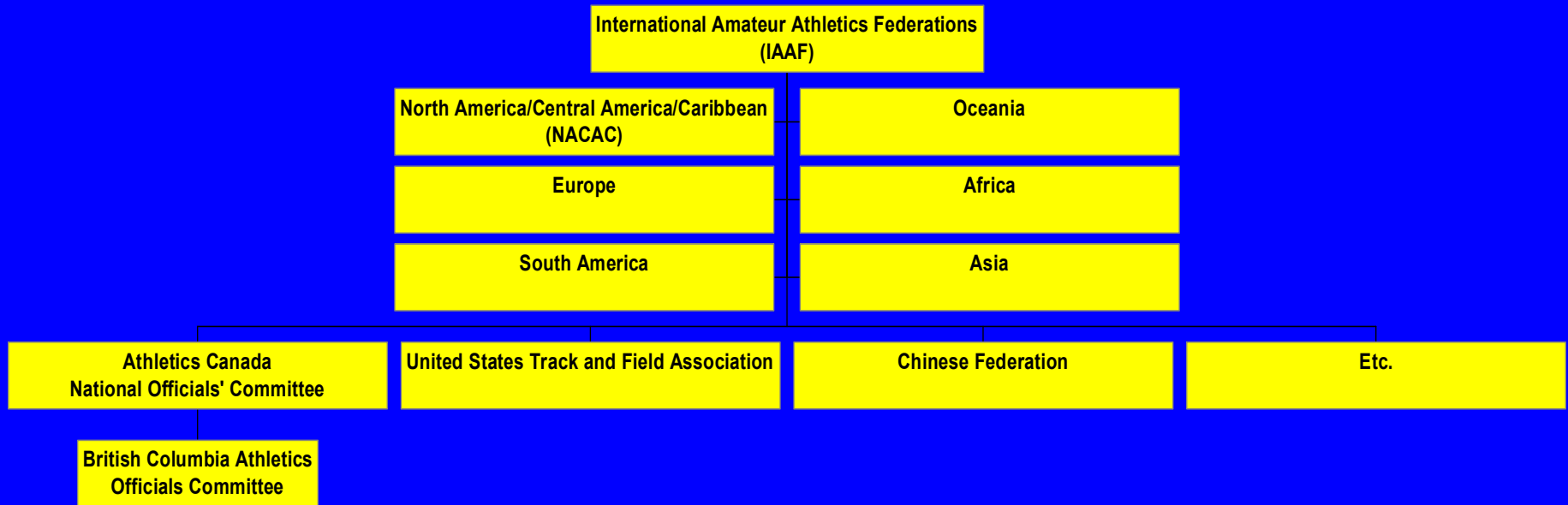
☞ Introduction - David Weicker

- 32-year Public Servant from BC**
- Developed Performance Appraisal Systems**
- 25 years officiating in Athletics**
- Former member of BC Athletic Officials Committee**
- Former member and Chair of Athletics Canada - National Officials Committee**

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

- ☞ International Amateur Athletics Federations (IAAF)**
- ☞ Athletics Canada - National Officials' Committee**
- ☞ Provincial Athletics Branches**

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships



Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

☞ International Amateur Athletics Federations (IAAF)

- ITO, ATO, NTO

☞ Athletics Canada - National Officials' Committee (NOC)

- Level 5/Level 4

☞ Provincial Athletics Branches

- Level 3/Level 2/Level 1

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

ITO	Certified/Re-certified through courses/exam
ATO	Certified/Re-certified through courses/exam
NTO	Certified through exam (in Canada)
Level 5	3 years exp. (as L4) + 2 mentor reports
Level 4	2 years exp. (as L3) + 2 mentor + clinic
Level 3	2 years exp. (as L2) + clinic + Open book exam
Level 2	1 year exp. (as L1) + introductory clinic
Level 1	6 months exp.

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

International Amateur Athletics Federations (IAAF)

- **Technical Officials Education and Certification System**
 - International Technical Officials (World)
 - Area Technical Officials (NACAC)
 - National Technical Officials (Country)
- **40 ITO's who are re-certified every 4 years**
- **13 ATO's in NACAC (similar #s in other Areas)**

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

☞ Athletics Canada - National Officials' Committee

- **Mentoring and Upgrading program**
 - **National Technical Official (Delegated by IAAF)**
 - **Level 5 International Preparation**
 - **Level 4 National Preparation**
- **About 250 NTO/L5/L4**
- **About 100 “trained mentors”**
- **Education and Clinics (trained clinicians)**

Athletics Canada National Officials' Committee Mentoring Program Organizational Relationships

Provincial Athletics Branches

- Level 3 - Provincial
- Level 2 - Regional
- Level 1 - Local (provisional or entry level)

About 750 Level 3/2/1 Officials

Athletics Canada National Officials' Committee Mentoring Program

The case for change

Pre-1999

- “Traits-based” evaluation/rating system
- Limited support for personal development
- Technical Clinics available at National Championships
- Evaluation form
- “Satisfactory” or “Needs Improvement”
- Hard to say “No, you’re not ready”

Athletics Canada National Officials' Committee Mentoring Program Current System

Competency-Based System

- What does a Level 5 Official “look like”
- What does a Level 4 Official “look like”

Mentoring based evaluation system

- Established personal support
- Easy to say “Why not try ... ”
- “Fully meets” or “Mentoring Needs to Continue”

Athletics Canada National Officials' Committee Mentoring Program

Current System

Core Competencies:

- Leadership - manage team performance
- Understanding of the Rules
- Communicating effectively
- Adapting and managing changing conditions
- Managing event specific competencies

Athletics Canada National Officials' Committee Mentoring Program Current System

Core Competencies:

- **Leadership - manage team performance**
 - working collaboratively
 - acting confidently
 - motivating team members
 - monitoring activities
 - encouraging participation and creativity

Athletics Canada National Officials' Committee Mentoring Program

Current System

Core Competencies:

- **Understanding of the Rules**
 - technical rules of IAAF
 - rule variations of Athletics Canada
 - the basis for officiating

Athletics Canada National Officials' Committee Mentoring Program Current System

Core Competencies:

- **Communicating effectively**
 - in expressing ideas:
 - » in a timely manner
 - » clearly
 - » in a well organized fashion

Athletics Canada National Officials' Committee Mentoring Program

Current System

Core Competencies:

- **Adapting and managing changing conditions**
 - anticipating changes
 - successfully responding to issues
 - » weather
 - » start list changes
 - » event presentation (TV, etc.)

Athletics Canada National Officials' Committee Mentoring Program Current System

Core Competencies:

- **Managing event specific competencies**
 - positioning of officials
 - briefing of officials and athletes
 - specific officiating techniques (such as starting, measuring of distance, umpire signaling, etc.)

Athletics Canada National Officials' Committee Mentoring Program Future Developments

- **Tweaking the mentoring program**
- **Developing true mentoring and augmenting it with evaluation for upgrading purposes**

Athletics Canada National Officials' Committee Mentoring Program Future Developments

Tweaking the mentoring program

- improving the pre-mentoring meeting activities
- developing networking opportunities
(e.g. Website)

Athletics Canada National Officials' Committee Mentoring Program Future Developments

- ☞ Developing true mentoring and augmenting it with evaluation for upgrading purposes**

Athletics Canada National Officials' Committee Mentoring Program Questions



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