

## **Guidance Notes for Assessment of Officials in all Disciplines 2015**

Assessment of officials takes place at all major meetings. One or more Field Assessors and a Track Assessor may be appointed to aid this process, while other officials will be assessed by their chief.

Where appointed, the assessors' role is to observe and assess, not to interfere with the running of the events! In other events, the Chief or Referee will be expected to carry out the task alongside their normal duties.

Assessment enables informed judgements to be made about:-

- The technical ability of officials in the competition environment.
- Suitability for promotion & possible inclusion in the IMO (International Meeting Officials group).
- Future appointments.
- Guidance for personal development.

Following the period after the 2012 Games, and as the 2017 World Championships approach, with the formation of the IMO, it is clear that it is important that all officials receive the most competent reporting and commentary on their performance, so that those most likely to be included in the officiating panel in 2017, and before that, the IMO, are identified. This is especially true of those not currently included in the IMO, who require and deserve the opportunity to be assessed for inclusion if they so request. In addition, it is a necessity that all officials listed as 3P (Probationary) are fully and accurately reported on at every assessed meeting.

Assessment is carried out using a 4 point scale with B being the grade which would be expected from officials at this level. Comments must accompany all grades and assessors should not be afraid to use all four if the grades should that be required.

It is also important that Referees discuss with all officials the need to self-assess, looking at the range of duties they have received (possibly in comparison with colleagues) and analyse their performance related to the difficulty of the duties. This is important for all members of IMO, for Probationers who have to show their competence and also for officials wishing to achieve IMO status, or return to the IMO.

For all assessed competitions, the assessment is done using an online system, in which staff at UKA will provide the link by which assessors will access the area of the web-site where they can input their grades and comments. This is not an onerous task, but it is always recommended that assessors type their grade and comments into a "word" document and then copy and paste it into the relevant space in the document. This way a copy is always available to the assessor, even if an error occurs and the information is not saved online.