

ATTACHMENT 'C'



MEN'S NATIONAL TECHNICAL COMMITTEE OFFICIATING POLICY

TRAINING, TESTING & ASSESSMENT STANDARDS

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AUTHORITY

This Referee Accreditation Standard has been developed as an attachment to the Men's National Technical Committee Officiating Policy to provide officiating training, testing and assessment standards for all trial, interclub, premierships, championships, tournament and international lacrosse matches as arranged or sanctioned by the ALA in accordance with:

- Australian Lacrosse Association Constitution and Rules
- Australian Sports Commission National Officiating Accreditation Scheme

This document replaces all previous versions of the Men's National Technical Committee training, testing and assessment standard.

Dated this 4 day of May 2014

Graham Sharpe
ALA Director, Officiating

Recent Revision History		
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DOCUMENT REVIEW ARRANGEMENTS

This document shall be maintained and reviewed annually by the Men's National Technical Committee.

The Referee in Chief, Australia is responsible for managing the updating of this document, in consultation with Men's National Technical Committee members, using the template approved by the Australian Lacrosse Association.

Proposed changes to this document should be forwarded to:

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Men's National Technical Committee

ATTACHMENT 'C'

TRAINING, TESTING & ASSESSMENT STANDARDS

1 INTRODUCTION

This Standard is an attachment to the Australian Lacrosse Association Limited (ALA) Men's National Technical Committee (MNTC) Officiating Policy. It is part of a formal officiating policy structure which includes standards for the training, assessment and selection of Australian lacrosse officials (referees, assessors and other officials).

2 AIM

To provide training, testing & assessment standards for all lacrosse officials in accordance with the requirements of the ALA Officiating Policy.

3 APPLICATION

The primary application of this standard is the provision of training, testing and assessment programs that will produce competent officials (referees, assessors and other officials) for all levels of officiating within the requirements of the MNTC Officiating Policy.

These programs will include general officiating principles, rules and interpretations, reporting, techniques and technical skills, practical officiating experience and consistent methodologies for the management and conduct of championship, tournament or competition officiating panels as arranged or sanctioned by the ALA.

Where practicable, this standard complies with the Australian Sports Commission National Officiating Accreditation Scheme (NOAS) requirements for competency based training programs and Federation of International Lacrosse (FIL) best practice policy and protocols developed for international events.

This Standard must be read in conjunction with the MNTC Officiating Policy and other related MNTC officiating standards.



3.1 KEY PRINCIPLES

The training, testing and assessment processes for officiating are designed to contribute to ALA's commitment to quality officiating in accordance with the requirements of the NOAS. The processes described in the policy are applied, where practicable, in accordance with the following key principles.

3.1.1 Competency Based Training

The MNTC is committed to the development of effective competency based training programs for all officials including:

- Referees
- Assessors
- Trainers/Presenters
- Mentors

3.1.2 Disability Access

Where a lacrosse program is developed for athletes with a disability a disability awareness session from State Disability Education Programs Coordinators must be undertaken by all officials involved in that competition.

3.1.3 Recognition of Prior Learning or Current Competence

In accordance with NOAS principles there will be no honorary accreditations. All officials must satisfy the competencies of each particular level of accreditation within the MNTC Officiating Policy and Standards.

Officials who have undertaken other coaching/officiating accreditation programs may make application for Recognition of Prior Learning or Current Competence (RPL/RCC) to the relevant Chief Referee for an assessment of the stated learning outcomes and performance criteria relative to the MNTC requirements.

The applicant must provide evidence to show they are already competent in all or part of the accreditation program and provide evidence that the work has been completed within the last four years. Evidence can be provided from a variety of sources such as:

- Education and training (school or employment)
- Coaching/Officiating related experience
- Life experiences (employment or voluntary)
- Other relevant sources of competency.

The Chief Referee will assess the evidence provided by the applicant by examination of documents, interviews and/or practical assessments of the applicant's competencies. On completion of the assessment the Chief Referee's recommendation must be approved by the MNTC to ensure that:

- Procedures are fair and equitable
- Measures are valid and reliable.

RPL/RCC approval for all or part of the accreditation program is a one-off assessment of competency. The applicant granted RPL/RCC status must then complete any remaining parts and/or maintain the approved level of accreditation in accordance with this standard and the relevant accreditation standard (refer to **Attachments 'A' & 'B'**).

3.1.4 Updating Policy

All MNTC officiating accreditation levels require annual assessment (written examinations and on field assessments) in accordance with the requirements of this standard to maintain currency (see paragraph 7 below).

Officials who take a break from participating in men's lacrosse officiating will be required to undertake re-assessment as follows:

- Less than 4 year break – successfully undertake annual assessment program (approved by the relevant Chief Referee)
- 4 year break or more – successfully undertake annual assessment program and any further competency training as determined by the MNTC. The returning official will not receive an accreditation level higher than Level 2 without assessment of RPL/RCC to support a higher level (recommended by the relevant Chief Referee and approved by the MNTC).

4 AUTHORITY

The ALA Referee in Chief, with the support of the MNTC, is responsible for determining the training, testing and assessment requirements of Australian officials in accordance with this policy framework.

5 COMPETENCIES

The MNTC is responsible for the development, review and maintenance of core competency statements that support the MNTC levels of accreditation for referees and assessors.

Curriculum documents will be developed in accordance with the career development charts below and attached as Appendices to this Standard as they are developed and approved.

The Referee career skill development chart reflects the components of the eligibility criteria of the Referee Accreditation Standard (refer to **Attachment 'A'**).

Lacrosse Referee career skill development			
Level 1	Level 2	Level 3	Level 4
Progressive skill development			Senior World Championships; all roles
		Head Referee domestic finals and age tournaments/championships; all roles at National Senior Championships, International Tournaments/U19 Worlds; extended responsibility for training Level 1&2	
		Head Referee Domestic competitions; participation in age group tournaments/championships; CBO roles; finals on assessed merit	
Referee Junior and Senior Domestic competitions; onfield supported by senior referees and assessors; limited Head Referee appointments			

The Assessor career skill development chart reflects the components of the eligibility criteria of the Assessor Accreditation Standard (refer to **Attachment 'B'**) with additional competencies for the roles played by Chief Referees and the ALA Referee in Chief.

Lacrosse Assessor career skill development					
Level 1	Level 2	Level 3	Level 4	Chief Referee	Referee in Chief
Progressive skill development				Referee in Chief National Championships/International Tournaments	
			Assessor World Championships, Referee in Chief age group tournaments/championships		
		Assessor National Senior Championships; International Tournaments/U19 Worlds			
		Assessor National competitions at age group tournaments/championships			
Assessor Junior and Senior Domestic competition referees; participation 'junior' age group tournaments					

6 TRAINING

The MNTC is responsible for the design, development, review and maintenance of training programs and resources that support the MNTC levels of accreditation for referees and assessors (refer to **Attachments 'A' & 'B'**).

The Chief Referees are responsible for ensuring the training programs for officials in their competitions are delivered in accordance with MNTC requirements such as:

- Using MNTC resources e.g. presentation kits, examination papers etc. (when available)
- Providing flexible delivery methods e.g. face to face, on-line or correspondence
- Using Australian Sports Commission general principles modules.

7 ACCREDITATION AND SELECTION TESTING

The relevant Chief Referee is responsible for ensuring all participants in their competition have undertaken their accreditation testing requirements, where practicable, at least 2 weeks prior to the commencement of the competition. Where that is impracticable, testing must be completed within 2 weeks of the season commencing or the official is ineligible to participate until the testing is satisfactorily completed.

All officials must complete all accreditation testing requirements, local or international, prior to their participation in any national or international championship/tournament.

Annual pre-season testing requirements to be completed by all relevant officials will include the following:

- Basic training
- Accreditation courses and examinations
- Additional training as required for individual functions, roles or positions

Additional testing requirements to be undertaken throughout the year may include the following:

- Fitness training
- Participation with representative teams when practicable
- Event specific fitness and rules testing (e.g. FIL fitness protocol)
- Prompt delivery of training to members added to the list in ad hoc amendments / updates.

7.1 RULE EXAMINATION PAPERS

Written tests or examinations of rule knowledge must be approved prior to delivery to ensure they meet the competencies of the officials being tested as follows:

- Accreditation Levels 1 & 2 (or modified junior rules) – by the relevant Chief Referee for that competition
- Accreditation Levels 3 & 4 - by the ALA Referee in Chief.

8 MANAGING OFFICIATING PANELS

The principle resource for the management of officiating panels in a competition or event is the referee assessors. They undertake a number of roles that are critical to the development of lacrosse officials at all levels in Australia. These roles include supporting the development of officials at every level of competence by:

- Developing, delivering and reviewing training programs
- Coaching and mentoring activities pre and during events
- Supporting consistency in a competition or tournament / championship setting
- Providing some metrics (e.g. quantifiable statistics or data) for the selection of officials for game assignments
- Marking objectively on the field for qualification and certification

To support these roles assessors require:

- Questioning and listening skills
- Feedback and communication skills
- Current technical skills and knowledge of the rules and technical manuals
- The ability to share knowledge and practical wisdom to individuals and groups

8.1 FIELD ASSESSMENT TOOLS

In accordance with the MNTC Officiating Policy all lacrosse matches will be managed by officials using the officiating procedures and techniques of the relevant FIL Referees Manual.

All field assessments conducted in Australia will be conducted, where practicable, using the tools and procedures of the relevant FIL Assessors Manual to assess the officials performance and provide feedback and scores for rankings.

8.2 CHIEF REFEREE ROLE

The role of a Chief Referee during the conduct of an event is to assess assessors, ensuring consistency in the application of the evaluation processes of the FIL assessment process (By watching & listening – not contributing to assessments). Then coaching assessor(s) privately or as group if applicable to all.



In domestic competitions the Chief Referee may engage in the assessment of referees but is still responsible for rankings and finals allocations within that competition in accordance with this policy.

8.3 ALLOCATIONS FOR POOL PLAY

The appointed Referee in Chief is responsible for the allocation of referees and assessors at an event using a template approved by the MNTC.

The allocation of referees will address the following factors:

- Neutrality for the officials in each game (where required by rules or competition guidelines) which may include any of the following:
 - Overall game crew
 - Head Referee
 - Chief Bench Official
- Previous experience
- Managing allocations and points applicable to overall ranking when injury occur.

The allocation of assessors will address the following factors:

- Neutrality (where practicable to provide a variety of feedback)
- Providing referees with a variety of feedback from different assessors
- Using particular assessor strengths for individual problems / issues

8.4 ALLOCATIONS FOR FINALS

Finals allocations will be by ranking in a competition or tournament / championship (in accordance with ALA By-Laws for National Championships and Tournaments, Item 5.4.1 Officials for Finals).

The Tournament ranking will be calculated using the assessment tool scores compiled on a template provided by the ALA Referee in Chief. The raw data will be 'smoothed' by the application of the "Banyard Rule" (refer below) and then applied to the finals matches as follows:

- Referees ranked 1-3 running in the grand final
- Referee ranked 4 will be CBO in the grand final (Referee 5 will be the Bench Manager if required)

The remaining allocations continue in the same manner e.g.:

- Referees ranked 5-7 run
- Referee ranked 8 will be the CBO etc.

There will be no subjectivity in the allocations unless the Referee in Chief has agreement from the assessment panel to adjust the allocations to deal with any of the following:

- Known injury issue

- Significant issues as a CBO (individual performance or potential team conflict)
- No neutral member in crew
- Neutrality observed if tournament rules specifically require it
- If equal scores as a running referee – the best CBO score will take CBO role

8.4.1 The “Banyard Rule”

The “Banyard Rule” is a method of ‘smoothing’ the raw scores from assessors to reduce the impact of assessments (or assessors) that vary significantly from the norm. The procedure is:

- Average each assessors scores
- Work out the standard deviation
- Apply that standard deviation to all referee scores to obtain a final score for rankings.

The Chief Referee will monitor this data during the progress of a tournament to identify scores that are wildly erratic or consistently different to others. This information will then be used to prepare future training for individuals or groups. Where wildly erratic assessments are identified during an event the Chief Referee will take action as soon as practicable to clarify the reasons for the variation and/or correct the assessor / assessment.

8.5 ASSESSMENT AND RANKING OF ASSESSORS

Chief Referees of domestic competitions and events are required to rank the participating assessors and the end of the competition or event and provide the rankings to the ALA Referee in Chief for inclusion in the National Grading System (refer to **Attachment ‘E’**)

The Chief Referee will ensure each of the assessors is graded using a template provided by the ALA RIC in two ways:

- Personally completing a grading for each assessor
- Providing the template to the participating referees for feedback.

The result of the participating feedback is then collated and combined with the Chief Referee grading’s to provide the final rankings.

The ALA RIC will provide a template (to be attached to this Standard as an Appendix) using criteria that assess how an assessor has demonstrated:

- Application to task
- Rule & manual knowledge
- Awareness of the requirements of the particular competition/event
- Correct management of the assessment processes

- Communications with peers and officials
- Official's confidence in the assessments they received

9 ADMINISTRATION

The appointed Referee in Chief is responsible for ensuring that:

- The records of all assessment processes are compiled and archived appropriately to support future selection processes and to inform any grievance procedure
- The records of all appointments are compiled and archived appropriately to support future selection processes
- That all rankings are provided to the ALA Referee in Chief for incorporation into the National Grading System (refer to **Attachment 'E'**).

Any official may lodge a grievance against a failure to comply with the procedures of this standard to the ALA Director, Officiating in accordance with the provisions of the MNTC Officiating Policy, paragraph 6–Grievance Procedures.

The MNTC will conduct performance reviews and complete an update this Standard by the 31 December each year in accordance with the requirements of the MNTC Officiating Policy.