

Vice President of Officials 2020-2021 Annual Report

Hello APHA and SJAMHA Executives.

We thought that 2019-2020 was the weirdest season ever, then the 2020-2021 season barely began when it ended. Therefore, just as is the case with player development, there was very little referee development this year. Suffice to say, the officials of APHA and SJAMHA are looking forward to a 2021-2022 season.

This document will review what was accomplished this season and set-up the official development plan for 2021-2022.

As always, thank you for your continued support of officials.

Mitchell Jeffrey, VP Officials
APHA & SJAMHA

Mentorships

Prior to the 'pause' (that became a cancellation) that occurred at the end of October 2020, we completed 12 mentorships during exhibition games. During the brief SJ Outdoor Season, there were 4 more mentorships completed on 3 first years and a second year in two half-ice games.

Novice Half-Ice Mentorships

In 2019-2020, posters were created that gave 4 tips¹ on how to "officiate half-ice hockey properly" and posted at River Heights, Allard, and Varsity View Sportsplex (VVSP)—the arenas that host half-ice games—as well as apsjmentorships.com and wpgrefs.com.

At Christmas 2019, a half-ice audit demonstrated that these posters resulted in 58-79% of officials behaving in a way that was asked of them. The 58-79% shows a positive effect of the posters in theory, however, 58-79% is not an acceptable level of performance in practice. Therefore, the posters are effective, but further intervention is necessary.

Therefore, the 2020-2021 plan to improve performance and officials' confidence for the half-ice game will be carried over to the 2021-2022:

- Continue to use the posters at VVSP, River Heights, and Allard.

¹ See Appendix A for the posters.

- Each first-year official will receive one half-ice mentorship and at least 1 (maybe 2) full-ice mentorships.
 - The half-ice mentorships will occur during the first 6 weeks of the season at the same time as the first-year officials are also completing the full-ice mentorships.
 - There will also be a new reporting system created specifically for half-ice games based on the 4 criteria discussed on the poster.
 - The Half-Ice Mentorship Coordinator will develop a teaching model for Mentors to use what they are teaching in the half-ice game.
 - At Christmas 2021, there will be 7 randomly selected half-ice games to audit the effect of the training on the referee's performance.

Officials' Meetings

There were no meetings in 2020-2021 as there was no season. In 2021-2022, officials will be invited to two virtual meetings: season kick-off and pre-playoffs. The season kick-off meeting is designed to help first- and second-year officials understand how to use assignall.com, engage in the mentorship system, digest the expectations of officials, and receive support in understanding how they can deal with referee harassment. The playoff meet will focus on playoff rules and expectations.

Referee Harassment

There was not referee harassment tracking in 2020-2021 as there were no games. The program will be used again in 2021-2022 to:

- 1) Provide a system to report referee harassment.
- 2) Track statistics: APSJ can better understand referee harassment by using statistics to understand occurrence of harassment.
- 3) Create conversations: reporting incidents provides opportunity to have a discussion with the APSJ executives as well as other minor hockey area associations, which creates awareness of individuals with multiple reports and discussion about what needs to come to deal with harassment.
- 4) Provides opportunities to support or educate officials in strategies to deal with harassment.

Thanks to Billy Keane, the referee harassment program expanded to include a kudos-tracking system for 2020-2021. This kudos system will be implemented in 2021-2022.

#thankthestripes Weekend

By the first weekend of December 2020, the hockey season was shut down. However, #thankthestripes went on with a strong social media presence and signs on the front of Mitchell's home. APSJ officials received #thankthestripes cloth masks as they picked them up from Mitchell's home or Mitchell mailed the masks to them. A #thankthestripes website was also created to post comments from officials about why they work hockey games, a thank you letter, and a form to request a free mask. This website is found at www.apsjmentorships.com/thankthestripes



In 2021-2022, #thankthestripes will occur on December 3-4-5 in what will hopefully be a fully functional season. The #thankthestripes signs will be posted at arenas, snacks may be provided at the arena or some type of a small gift will be made available to the officials.

Why Referees Quit

The research on why referee quit was completed over the 2020-2021 season. For full results, please look at the articles for January, February, and March 2021 on www.wpgrefs.com/research

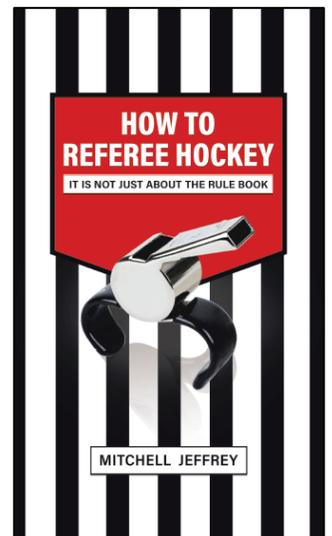
How to Referee Hockey: it is not just about the Rule Book

This first-of-its-kind book is designed for grass roots officials learning how to work the Two-, Three-, and Four-Official systems from a book that they will have at home to learn positioning to stay out of the way and to see the play, procedures to work with their colleagues and manage stoppages, and game management to reduce the risk of incidents and respond when they do occur. For more information on www.wpgrefs.com/the-ref-book

Young referees have a large number of costs to start refereeing. Therefore, I am recommending that APSJ purchase up to 50 e-copies for first- and second-year officials to help them know their job and do their job. This cost has been absorbed into the budget without increasing the overall budget.

MailChimp

I have been an official in Charleswood or St. James since 1999. During this time, I remember being assigned games by phone, by email, and in-person. Early during this time period, game assignments were tracked by paper.



Eventually, paper tracking became an Excel spreadsheet and later assignall.com was adopted to have an online assigning system.

Our email system has remained stuck in the Excel spreadsheet phase which creates the following issues:

- Each individual assignor manages their own Excel email list causing confusion about sharing emails with others or adding an email to multiple email lists.
- When officials want to be removed from email list, they need to contact 4 different email lists.
- When assignors change responsibilities, they may not use a complete email list so officials miss out on an opportunity.
- If the VPO or RIC wants to send out a message to all officials, those emails must go through the assignors which can slow the message or create the telephone-effect where the message changes as more people pass it on.

MailChimp will fix these issues, improve communication with officials and improve the official's experience in APSJ. The cost of Mailchimp has been absorbed into the budget without increasing the overall budget.

Summary of Plan for 2021-2022

Continuing Programs

- 1) Referee, liner, official and timekeeper mentorships, harassment reporting and teaching, season kick-off meeting, pre-playoff meeting, and #thankthestripes will continue.

New Programs that were to start 2020-2021, will now start in 2021-2022

- 2) Half-ice novice mentorship and development: First year officials will receive on-ice mentorships for a half-ice game.
- 3) "Kudos" system for giving positive feedback to coaches/fans/players/officials about interactions with each other.

Brand New in 2020-2021

- 4) The new book, *How to Referee Hockey: it is not just about the Rule Book* has been completed. Up to 50 first- and second-year officials will receive an e-copy. Other officials are encouraged to purchase a copy.
- 5) Use MailChimp to manage emails of all officials, allow officials to easily unsubscribe from email lists, and have assignors all use the same email list.

Administration Personnel

- 6) Assignors (Lou & Bryce), RIC (Mike), TKIC (Lou), & VPO (Mitchell) are all allowing their names to stand for the 2021-2022 season.

Appendix A: Novice Half-Ice Posters



Officiating Novice Half-Ice: You Need Sense of Urgency

Problem: Minor Hockey Associations in various parts of the province have expressed concern that officials are not putting in enough effort during 1/2-Ice games. The main complaint: officials spend most games in one end of the ice and do not move.

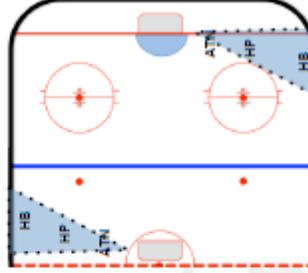
Reminder: This is "someone's NHL" and it is not uncommon for an area to have a volunteer VP-Novice or paid employees at Novice games. You never know who is watching at any level...but this is especially true of Novice 1/2-Ice.

Potential Consequences: There are two possible consequences being discussed by executives. First, only use one official (problem: less games for you and reffing by yourself). Second, paying officials less than 9 year-old hockey (problem: you get paid less).

Solution: Your goal in the Novice Half-Ice is to work on three skills with urgency: Endzone positioning, coming to the "blue-line", and creating presence with good signals and management of "backing-off."

→Strategy 1: Endzone Positioning for 1/2-Ice.

- Home Base (HB): If the puck is on your side of the ice then you are against the boards
- Half-Piston (HP): Puck is on the other side of the ice then you should be at here.
- At-The-Net (ATN): If the puck is At-The-Net then you should be At-The-Net



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→Strategy 2: Coming back to the "Blue Line": just like the full-ice game

- When the puck is in the center-line end of the ice, one official (R2) is at the blue-line and the other is doing endzone positioning (R1).
- When the puck is in the goal-line end, one official is doing endzone positioning (R2) and the other is at the top of the circles (R1).

→Strategy 3: Using proper procedure for "Backing-Off"

- Recall: Review the 1/2-ice rules about backing-off behind ringette line after goalie-cover, goal, puck-out-of-play, or penalty.
- Referee Procedure:
 - Referee closest to puck when play is stopped will ensure the appropriate team has possession of the puck.
 - Referee who is further from puck will ensure the other team backs-off to ringette line.
 - Once team has backed-off to ringette line, play resumes.
 - Note: If the non-puck team does not back-off to ringette line then blow whistle and restart the back-off process.

→Strategy 4: Showing Presence and Urgency

- Take full strides, but do not dig into the ice...this makes you look professional but adjusts your speed.
- Apply straight arms for signals, blow your whistle loud, use your voice.
- Use Correct Endzone Positioning for good presence (Strategy 1).
- Come down to the blue line/top of circles; this creates good presence on the ice (Strategy 2).
- Use proper procedure of "backing-off" (Strategy 3)

