

# **SJAMHA and APHA Mentorship Report for Regular Season and Playoff Season**

## Executive Summary

To APHA and SJAMHA Executives:

The following report describes the results of mentorships on referees demonstrating the effect of the program implemented in APHA and SJAMHA in 2016-2017. The report is divided into four sections:

### Part 1: Process of coordinating and tracking mentorships

- Mentorships occurred at each official's Highest Capable Level (HCL) and were submitted electronically. The number of mentorships and HCL for each individual official was tracked.

### Part 2: Results: Number completed, mentorships submitted online

- There were 236 mentorships completed in APHA and SJAMHA regular season games. During the first 10 days of playoffs, 74% of shifts had mentors while 40% of games have mentors during later playoff games.

### Part 3: Results: Referee Experience

- Of the 49 officials who did not have an HCL or MAA or higher, 42 worked higher level games than they were at the beginning of the regular season. During the playoffs, mentors reported that the referees benefitted from a mentor's presence in 96% of shifts.

### Part 4: Conclusions

- Numerous examples from Parts 2 & 3 demonstrate the success of the referee mentorship program in 2016-2017. Potential improvements are also discussed.

Thank you for taking the time to read this report.

Sincerely

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## Part 1: Process of coordinating and tracking mentorships

- Regular season
  1. The mentorship coordinator needed every referee to have a “Highest Capable Level” (HCL), which many referees did not have. During the first half of the season, mentors were sent to whatever games Ryan assigned to officials
  2. In the second half of the season, once HCLs were established, the mentorship coordinator strategically assigned officials to games at his or her HCL then also assigned a mentor to those same games. After the mentorship, mentors submitted an electronic report that included:
    - Information about the game date, time, level etc.
    - 1-2 pieces of positive and 1-2 pieces of constructive feedback
    - Highest Capable Level
  3. The mentorship coordinator automatically receives the report and:
    - Updates the HCL tracker (Appendix A) with the mentor’s HCL report (labeled as ‘A’ in Appendix A)
    - Tracks if the official is trained for two-man or three-man (labeled as ‘B’) and additional training attended (labeled as ‘C’).
    - Updates the mentorship tracker to ensure all officials are receiving mentorships,
    - Updates the mentorship payroll tracker,
    - Emails the mentorship report to the official.
- Post season
  1. The mentorship coordinator tried to sent mentors to all games until the end of the second weekend of playoffs.
  2. After the second weekend, the games that used teenage officials or officials who were near the top of his or her HCL received a mentor.
  3. Mentors were asked to complete a playoff mentorship questionnaire that gathered basic information to establish 1) what was being taught, 2) how/if the referees benefitted, and 3) benefits to having a mentor at playoff games.

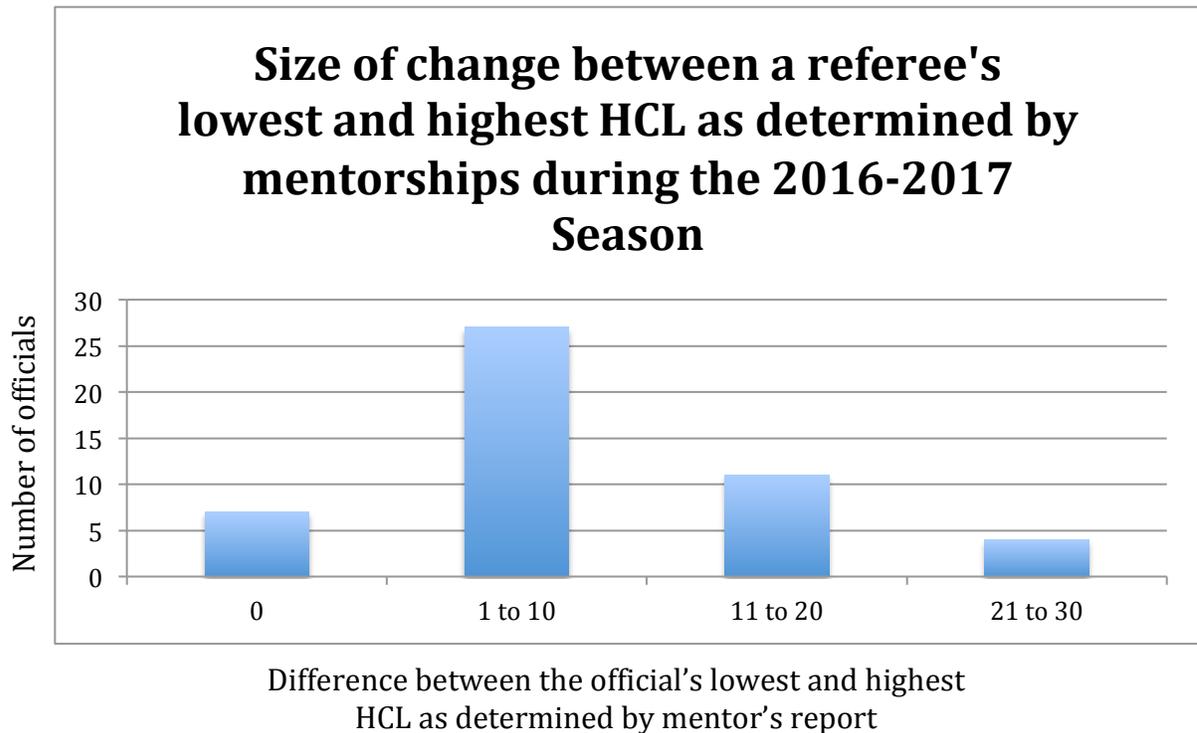
## Part 2: Results: Number completed, mentorships submitted online

- Regular-Season
  - Mentorships assigned: 236
  - Submitted electronically: 205 (87%)
  - 65 of 79 officials (82%) in the mentorship program received at least 2 mentorships.
- Post-Season
  - Until March 10<sup>th</sup>, the mentorship coordinator successfully assigned mentors to 73.53% of games.
  - After March 11<sup>th</sup>, mentorship coordinator assigned mentors to 54 out of 137 (40.30%).

- Mentors submitted the electronic questionnaire for 54 out of 69 playoff mentor shifts (78%).
- Mentor Characteristics
  - There were 16 mentors during the regular season. All mentors had experience at the AAA or higher levels.
  - There were 22 mentors during the post-season. All mentors worked at the Midget A or higher levels.

**Part 3: Results: Referee Experience**

- Regular Season
  - The graph below shows the difference between the lowest and highest HCLs for 49 officials who were selected for having the following characteristics:
    1. He or she started the season with an HCL that was not at the top two levels: MAA-Line or FMAA-HM.
    2. He or she received at least two mentorships in 2016-2017



- Post Season
 

The post-season questionnaire provided the following answers to the following questions:

  - Were there any mentorships where the mentor felt that no one official on the ice benefitted?
    - 3 of 69 shifts (4%) reported that they felt that neither referee benefitted from mentor's presence. All three shifts occurred

- before March 10<sup>th</sup> when the Mentorship Coordinator was assigning mentors to as many games as possible.
- Did the mentor help the official remove any one from the arena?
    - No, there were no reports of mentors removing coaches or spectators from the arena.
  - What was being taught to the referees?
    - Early in playoffs, there was a range of teaching that included positioning, procedures, and game management. Later in playoffs there was more teaching about game management and high-level skills.
  - Were there any other ways that the mentor felt his or her presence helped?
    - 24 out of 69 (35%) submitted mentorships answered “Yes” to this question. These included the following themes (number in brackets refers to the number of times this was mentioned)
      - Defusing coaches/parents by explaining rules or listening (12 coaches; 1 parent) to concerns,
      - Covered for a referee/TK no show (3 referees, 1 TK)
      - Provide more information to the RIC after a referee complaint (2)
      - Gave feedback to mentorship coordinator about who should work later in playoffs (2)
      - Helped referees with overtime rule (1)
      - Helped a stressed out referee calm down (1)
      - Helped a TK learn how to fill out a game sheet/manage multiple penalties at one stoppage (1)
      - Assist referees when one of them was injured (1)

#### Part 4: Conclusions

- The referee mentorship program was successful based on:
  - The regular season mentorship program resulted in 42 out of 49 officials increased his or her HCL,
  - Mentors were available during playoff games to curb abuse and provide on-the-spot feedback,
  - The pool of mentors numbered in the high teens or low 20s
  - The majority of mentorships were tracked electronically.
- Changes for 2017-2018
  - Providing on-ice mentorships to new linesman and referees in the three-man system,
  - Recruiting 17 and 18 year olds to mentor first year officials; this will reduce the dependence on older mentors and prepare 17 and 18 year olds to take more responsibility as he or she ages.