



VP of Officials Report for 2017-2018

To: APHA and SJAMHA Executive
From: Mitchell Jeffrey, VP Officials

Hello all,

I want to extend my thanks and appreciation for your continued support of referees and referee development.

This report is separated into five sections: Mentorship Results, Harrassment Tracking, Meetings, #thankthestripes and Evidence of Success.

Part 1: Mentorship Results

Regular Season:

- *Process:* The mentorship coordinator identified and assigned games to specific officials then sent mentors to those games. There was a mixture of on-ice and off-ice mentorships completed. On-ice mentorships were used for newer officials to either refereeing in general or new to the three-official system. Off-ice mentorships were used for referees who had a good grasp of positioning and procedures and were focusing on Game Management.
- *Results:* There were 216 mentorships completed on 106 different officials (Average of 2.03 per official) by 25 different mentors. 166 of the mentorships were submitted electronically (79%).
- *Comparison to previous season:* APSJ did 20 fewer mentorships on 27 fewer officials in 2016-2017. Last season, there were a higher proportion of mentorships submitted (86%).
- *Plan for next season:* Continue with this approach for regular season mentorships. Continue to push for more electronic submissions while also valuing the efforts made at the rinks during the mentorship.

Post Season:

- *Process:* During post season, a mentor was sent to all games where both officials were first years who have never lined. There was also a mentor sent to games where there was a concern about the officiating, the parents, or rough play.
- *Results:* There were 20 games across both areas where a mentor attended to support two first year officials on weekends 1 & 2; no mentors were required for weekend 3. There were 7 cases where mentors attended due to concern about rough play, parents, or the officials.
- *Comparison to previous season:* Last season, there were mentors sent to as many games as possible. Referees and the executives reported that this was too much, hence, the focus was put on supporting pairs of first year officials and "problem situations".
- *Plan for next season:* continue with this approach to playoff mentorships

Part 2: Harassment Tracking

- *Process:* Every arena in APHA and SJAMHA has a poster in the referee room reminding officials that they can report referee harassment. When submitted, the harassment reports are sent to the area president and RIC of the offending team. Reports were either entered by the referee or by the Development Coordinator if needed.
- *Results:* there were a total of 49 harassment reports. AP and SJ had a total of 22 reports with another 27 reports about teams from other parts of the city. Referees were also asked to score the following statements on a scale of Strongly Disagree (1) to Strongly Agree (5):
 - This event would make a senior official consider quitting (Average Score = 2.67)
 - This event would make a junior official consider quitting (Average Score was 4.2)
- *Comparison to previous season:* This was the first year for this initiative.
- *Plan for next season:* continue with this initiative as it builds awareness and data for official harassment. Continue to be aware that not all harassment is reported.

Part 3: Meetings

- *Process:* The RIC hosted two meetings this season. The first was in November and focused on using Assignall.com. The second was before playoffs and focused on playoff rules and being a professional.
- *Results:* Both meetings had an estimated 40+ officials attend.
- *Comparison to previous season:* Last season, there was a similar number of officials to attend both meetings.
- *Plan for next season:* Continue to host two meetings per season.

Part 4: #thankthestripes

- *Process:* Hockey Manitoba initiated the first ever #thankthestripes weekend this season. APSJ posted signs in arenas and put snacks in the referee rooms.
- *Results:* There were at least two cases of teams taking pictures with the officials and posting to Twitter.
- *Comparison to previous season:* This is the first year for this initiative.
- *Plan for Next season:* To participate in this event on December 8 & 9th, 2018.

Part 5: Evidence of success of program

- *Process:* A survey was distributed to the referees about positives and negatives regarding the referee development program, assigning, or miscellaneous.
- *Survey Results:* In general, positive feedback focused on liking Assignall, feeling as though referee get both positive and constructive criticism, and enjoying the mentor's desire to help people learn. The constructive criticism included a desire for mentors to be more consistent and for reports to be submitted on time and quickly (See Appendix for all the comments).

- *Other Results:* Success can be measured in several ways:
 - The number of mentorships is over 200. There were 25 mentors. Over 100 officials received mentorships;
 - Referees reported harassment using the reporting tool;
 - Referees attended the meetings.
 - Anecdotal reports from coaches and executive members that refereeing in APHA and SJAMHA is better than other parts of the city;
 - This year, APSJ has submitted 8 officials for VP Cup; in the past we only recommend 2-4.
- *Comparison to the previous season:* This was the first season there was a survey. The other results mirror previous seasons.
- *Plan for next season:* continue to engage officials about what is working and what is not working.

Conclusions about Referee Development.

- 1) the referee development program is working well as we have received positive feedback from officials, executives, and coaches.
- 2) Improvement to the program will include continued efforts to have mentorships submitted quickly to improve referee experience as well as working with mentors to standardize feedback given while also being aware that these problems are citywide.
- 3) There is some frustration from some senior officials about receiving “higher level games.” As administrators, we need to continue to communicate with our officials how they will be used and how this may change year over year depending on the number of officials capable of working certain levels.

Staffing Announcements

- 1) Lou Mulvenna, Bryce Dodd, and Mitchell Jeffrey will be returning next season in the roles they occupied this season.
- 2) Spencer Brason has resigned as the RIC. A replacement will be hired this spring and presented to both executives the job posting is in Appendix B.

Appendix A: Positive and Constructive Comments from Survey

1) Unedited Comments that Referees put in the “Positive” Section:

Still relatively new to the system. I've only been mentored twice
excellent feedback and positive.

Mentor program is a good tool and is being used properly

Theentoea are very descriptive In their reports and genuinely help officials get better.

I feel that mentorship games are a perfect way for young refs to learn how to do their job by
being taught during a game by an experienced ref.

I enjoy the positive and “negative” comments on how I ref, as if it's positive I know what I am
accomplishing. With the more so “negative” comments I am able to understand the areas I
need to improve on in my refereeing career.

Think Mitchell Jeffrey is very devoted and encourages advancement.

I like the development program. I used to Ref several years ago and other than my first game I
never had another mentorship after that. Since I started Refeing again I had 4 this year alone
and I feel I have been able to move up quickly due to this. I feel the frequency of mentorships
is going well. I also feel that mentors are very effective. They do not focus on the negatives
too much as they encourage you to keep doing certain things that you are doing well. With that
being said, every mentor I had has identified things I have needed to work on but they have
done so professionally.

I think it's a great system. With this system you systematically eliminate the refs that suck.

I find the mentorship program to be excellent and feel like it has allowed me to improve greatly.
The new assignment system is pretty sweet.

I like that you are given multiple dates to choose from so I can work around my own hockey
games and practices. I also like that someone who has more experience than me can show
me what I might be missing, how to speak to coaches or deal with various situations on the ice.
I liked the nice feedback that I got, it really helped me become a better official

Every thing

Mitch is boss.

I find they are both the same, but if they are going to combine then both areas should use the
same rules, ie last year with house league.

I don't feel that the kids being introduced to the refereeing program are given the mentorship
for the season.

When questions need to be asked regarding the 1st year games they ref, the kids are unsure of
who to turn to.

It is fairly easy to request assignments. There's plenty of opportunities to improve.

all of it. Because it works and they teach you And in the end I have a lot of fun

Bryce was a huge upgrade - really appreciate him stepping into this role!

The mentorship program was quite good - the on ice was a great enhancement.

Excellent job with the development of the area officials!

I like how many mentorship opportunities there are
great program, getting better every year
Everyone is mentored.

2) Unedited Comments Referees Put in the “Constructive” Section:

No statements at this point

Allow refs more games in a day than 2.

N/A

The mentors could be a little more attentive and reliable as well as more frequent In their
occurrences.

I feel that for a ref to move up a year or skill level, they should first have a mentorship game so
that they can be best prepared for that age/skill level.

I feel like we could create more opportunities for the referees to have a mentor watching the
game, as to give constant feedback to improve our skills.

Wish more cross city reffing opportunities existed. Zones ahould work together. One assignign program across the city for more hockey, but not just for same teams

Perhaps a function could be added in Assignall where you can see if a mentor will be at the game

I mean this is only a thing with me cause I was out of the game in the city for a while but I would like to move up a level.

Don't have many suggestions.

Make sure all the mentors follow the same guidelines. I have had one mentor tell me one thing and another tell me something different.

i think that the mentor should be the other ref, not just a shadow

Some senior officials this feel like they got over looked for some higher level games. I am one of them. Also, for development reasons for young officials, since minor peewee and peewee AA are 3 man, I think minor peewee and peewee A1 should be 3 man for development. You guys will say no but really should think about it and consider it.

Bryce is da man.

Nothing

I don't know

It would be good for there to be a unified front top down and consistency in the message. Not every high level mentor conveys the same/consistent approach to the game - which I can appreciate - we all have different views and see the game differently. It can be tough to sometimes navigate all the feedback when it varies in content.

Na

Send the mentorship reports faster. I still haven't received mine and it's been a month
more senior and junior officials paired together, incentive the older to work with the younger on ice, pay them extra to work younger games

More on-ice mentorships

Appendix B: RIC Job Posting



Job Posting: Referee-In-Chief for APHA and SJAMHA

APHA and SJAMHA are looking for a Referee-in-Chief (RIC) starting for the 2018-2019 season with the possibility in continuing there after.

As RIC, your job will include:

- 1) Addressing all discipline or teaching opportunities for referees;
- 2) Receiving, investigating and responding to all referee complaints or concerns;
- 3) Organizing a pre-season and pre-playoffs meetings;
- 4) Organizing "#thankthestripes" on weekend of December 8, 2018 as part of Hockey Manitoba's provincial initiative;
- 5) Being the main contact in the HW rulebook; responding to questions from referees and their parents for concerns such as level of hockey the official can officiate and number of games assigned;
- 6) Working to develop new ideas to develop officials and identifying or creating new opportunities to develop officials.

The successful candidate will have:

- 1) Ability to use Microsoft Excel and Word while also being proficient with email;
- 2) Familiarity with Assignall.com or the willingness to learn;
- 3) Organizational skills and experience for planning meetings/events;
- 4) A minimum of 5 years of experience as a referee;
- 5) Previous experience in referee development or as a hockey administrator;
- 6) The ability to solve problems and conflict between people.

Compensation will be discussed with the successful candidate.

Please reply to VP of Officials, Mitchell Jeffrey at apsjmentorships@gmail.com with an email stating:

- 1) Why you are interested in this role;
- 2) One specific and detailed idea or personal goal to improve referee experience or development;
- 3) Your experience in hockey as a coach, referee, player, or administrator.

The due date for applications is April 13th, 2018 at 11:59pm.

We thank all those that apply, but only those select for interview will be contacted.