

Vice President of Officials 2021-2022 Annual Report

Hello APHA and SJAMHA Executives.

It has been very satisfying to have a full hockey season. In the officiating community we had our struggles early in the season with not having enough officials to work the U15-U18 levels. We had a couple of cancelled games. However, the officiating team came together to advance officials. Younger officials committed to learning new skills quickly to work higher levels.

Our ability to continue to have success is a testament to people that commit to learning the job and to the administration (Lou, Bryce, Nick, Mike, and Ted) that supports those officials.

Thank you for your continued support.

In this report you will find information about:

- Mentorships,
- November New Officials' Meeting,
- Referee Maltreatment,
- #thankthestripes weekend,
- Assignor's Report
- *How to Referee Hockey* Manual
- The Plan for 2022-2023

Mitchell Jeffrey, VP Officials
APHA & SJAMHA

Mentorships

- # of Mentorships:
 - Full-Ice First Year¹: 83 (2019-2020 = 68)
 - Full-Ice Second Year+: 189 (2019-2020 = 171)
 - Half-Ice Mentorships: 37 (2019-2020 = 0)
 - Timekeepers: 13 (2019-2020 = 26)²
 - Total = 322 (2019-2020 = 265)
- # of referees with at least 1 mentorship: 108 (2019-2020 = Not tracked)
- # of referees with at least 2 mentorships: 88 (2019-2020 = 75)
- # of referees with more than 4 mentorships: 26 (2019-2020 = 12)
- # of mentors who did at least one mentorship: 31 (2019-2020 = 24)

¹ In 2021-2022, there were 50 first year officials. In a normal year, we would have 35 first year officials. This could be due to a cancelled season or that 2021-2022 was also the first year that a 12-year-old could officiate hockey. Both these factors likely contributed to increased registrations. I suspect registrations will decrease for 2022-2023.

² Lou paused TK mentorships as COVID #s increased. We expect to have a normal number of TK mentorships in 2022-2023.

- # of New Mentors: 10 (2019-2020 = 12)
- # of Mentors that work AAA or above: 20 (2019-2020 = 18)
- % of referee mentorships submitted: 196/309=63% (2019-2020 = 78%)

Novice Half-Ice Mentorships

In 2021-2022, there were two methods used to help first year officials become comfortable with half-ice hockey: posters and mentorships.

Just as in 2019-2020, posters were created that gave 4 tips³ 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.

At Christmas 2019, a half-ice audit was completed to assess the effectiveness of the posters. This audit concluded that the posters had a positive effect on referee performance, but were not enough to achieve the level of proficiency desired in the half-ice game.

In 2021-2022, for the first time in the history of the APSJ program, first year officials received a mentorship in a half-ice game in addition to the two full-ice mentorships first years have received for many years.

There was a plan to complete a second Audit at Christmas 2021, but the cancellation of Christmas Tournaments due to COVID-19 also led to the cancellation of any audit⁴. However, the APSJ executives did not raise concerns about half-ice officiating as had happened in previous seasons, which points towards success of the half-ice mentorship program.

November New Officials’ Meetings

APSJ held one virtual meeting this season; in November 2021. 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.

Referee Maltreatment & Kudos System

In 2021-2022, the maltreatment and kudos system provided the following outcomes:

- 1) Kudos report system resulted in 5 kudos. Four were from the refs to coaches and 1 was from a parent to the referee. In all cases, the kudos were passed on to the appropriate people.
- 2) Maltreatment report was used 19 times. 11 of these reports were completed by an administrator after speaking to an official or receiving an email about an incident. 7/19 reports were from officials reporting an incident and 1/19 was

³ See Appendix A for the posters.

⁴ The time that would have been used for audits, was instead used to complete more mentorships; which was needed due to the higher than normal number of first year officials.

from a spectator. In all cases, the reports were passed on to the appropriate individuals.

Compared to previous seasons, 19 maltreatment reports is similar to the 17 from 2018-2019 and less than that 29 from 2019-2020.

Overall, the harassment and kudos reporting system continues to be useful because:

- 1) Track statistics: APSJ can better understand referee harassment by using statistics to understand occurrence of harassment.
- 2) 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.
- 3) Provides opportunities to support or educate officials in strategies to deal with harassment.
- 4) Passes on positive comments between officials and coaches.

#thankthestripes Weekend

#thankthestripes took place on December 3-5, 2021. Interestingly, I learned this season that Hockey Manitoba wants to use this weekend to celebrate on-ice officials. However, I continue to feel we need to celebrate all officials including those who work off-ice. Therefore, APSJ will continue to include all officials in our weekend of recognition.

In the current season, #thankthestripes in APSJ had a strong social media presence. Officials were also invited to fill out an on-line questionnaire about what they missed during the cancelled season as well as what they enjoy most about officiating. We also invited non-officials to submit notes of thanks to officials. In total, there were 38 submissions. Officials who submitted a questionnaire received either a \$10 Tim Hortons Gift Card or Riot Pad. One official received a referee jacket I had from several years ago.

The information taken from the questionnaire was used to create posters for the referee rooms and common areas in arenas. These posters could be found in the arenas and also on www.apsjmentorships.com/thankthestripes

Finally, the signs (purchased in Fall 2019 and pictured to the right) were used again. They were posted at VVSP, Eric Coy,



IcePlex, Allard, and Keith Bodley. I have 17 out of 20 signs remaining from the original purchase.

In 2022-2023, #thankthestripes will occur on December 2-3-4. The #thankthestripes signs will be posted at arenas and officials will be celebrated in a similar way.

Assignor's Report

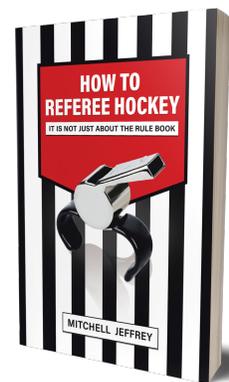
Lou and Bryce provided the following information about assigning in the regular season.

- It was very difficult to assign the single at Keith Bodley around 8:30 AM.
- It was also difficult to assign Keith Bodley games when there was an 8:30am game, 9:45am practice, then another game. Refs just do not want to go (and parents do not want to drive) for singles in the morning.
- Sunday nights at River Heights or Grant Park can be difficult to assign, but we were able to get them assigned.
- Overall, the first few months were challenging because we had lost many officials and not trained any due to the cancelled season. This became easier as Nick and Mitch trained officials.
- We had fewer games going with less than desired number of officials in the second half than the first.
- In playoffs we there were a couple half-ice games that went with only one referee. All other playoff games went with full complement of officials.
- Timekeepers were a bigger challenge this year as we did not have enough. There were 5-10 games in playoffs that went without a TK (all half-ice games) and numerous games in the regular season that went without TKs.

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 thehockeyrefbook.com

In 2021-2022, the most inexperienced first year referees were given access to the book to help them learn their jobs. This book will be provided to the first-year referees again in 2022-2023.



Summary of Plan for 2022-2023

Continuing Programs

- 1) Referee, liner, official full-ice, official half-ice and timekeeper mentorships, harassment reporting and teaching, kudos season kick-off meeting, and #thankthestripes will continue.

Brand New in 2022-2023

- 2) Increasing automation in how mentorships are emailed to referees and Streamlining mentorship tracking processes to reduce workload of administrators.
- 3) We will need to hire a new assignor and Timekeeper-in-Chief.

Administration Personnel

- 4) Mike Fedak (RIC), Bryce Dodd (Assignor) & Mitchell Jeffrey (VPO) are allowing their names to stand for the 2022-2023 season.
- 5) Nicholas Noonan-Robinson is open to returning. However, he spent 250-300 hours on mentorship coordination in 2021-2022. He and I are discussing how best to adjust expectations such that the workload is more manageable while also ensuring we meet the priorities of the APSJ program.
- 6) Lou Mulvenna has resigned after a decade of assigning for APSJ. I want to thank Lou for his efforts, will miss him, and wish him the best in his new career in fire fighter. I will also add that Lou agreed to come back for the 2021-2022 season because I asked him for one more season due to the uncertainty regarding the pandemic. He was an integral part of our team and will be hard to replace.

Game and Administration Fees & Budget

- 7) Ross Mackeen (RIC Hockey Winnipeg) has requested a fee increase that matches the fee increase given to the High School Girls On-Ice Officials. This fee increase is 20-30% above 2021-2022 rates depending on level of hockey and is required for Hockey Winnipeg as well as APHA & SJAMHA to attract officials in a competitive job market.
- 8) There will be referee administration fee increases required this off-season as well. I am working on the budget and will provide it to the VPs of Finance and Presidents of both AP and SJ by May 15, 2022.

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.

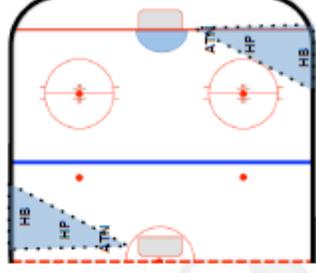
Reminder: This is "someone's NHL" and it is not uncommon for an area to have a volunteer VP-Novice or paid employees at Novice games. You never know who is watching at any level...but this is especially true of Novice 1/2-ice.

Potential Consequences: There are two possible consequences being discussed by executives. First, only use one official (problem: less games for you and refing 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



info@hwaarefs.com
www.warefs.com

→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 you 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)

