

March 19th, 2018

To: SJAMHA and APHA Executives

From: Mitchell Jeffrey, VP Officials & Referee Development Coordinator

Dear Executives,

During the SJAMHA Board Meeting on March 18th, 2018, Bob King asked two very good questions. 1) What do other areas do for referee development? 2) Why has the referee development budget increased from \$9000 per area in 2015-2016 to about \$14,000 in 2018-2019? The general answer to both questions is “you get what you pay for” and our program has grown to the point that APSJ has the most expansive and proactive development program in the city.

The best answer regarding other areas of the city is 1) mentorships are targeted at a select few officials or randomly. 2) Programs deal with problems as they come up rather than proactively as I have tried to implement. 3) Other areas focus exclusively on getting mentorships done but not understanding why referees quit or dealing with referee harassment. 4) What levels officials work is not well tracked, but rather, in the minds of assignors or RIC.

The second question is best answered by looking at where referee development started in 2013-2014 and has progressed in 2017-2018. In 2013-2014, AP and SJ had separate referee development programs. The AP referee development program would complete 70 to 100 mentorships per year but not all referees received mentorship. In SJ, there were no mentorships completed so there was no budget and the RIC was never available. Here are budget summaries as a function of program growth from my first season in 2013-2014 to today.

2013-2014:

- New Focus: 3 mentorships to each of the 10 SJ first year officials
- **Budget: \$3300** = \$600 (Development) +\$500 (RIC) +\$1700 (Assignor).
- To Do: There was no mentorship for anyone except the first years. The RIC and Assignor are under paid.

2014-2015:

- New Focus: The program was expanded to provide 2 mentorships to all SJ referees. Increase Assignor Fee and RIC Fee.
- **Budget: \$8450**=\$2450(mentorships)+\$1000(RIC)+\$5000(assignor).
- To Do: Because the AP and SJ referees were treated as separate areas. Not all AP officials were receiving mentorships so many officials working SJ games were not being trained.

2015-2016:

- New Focus: Spencer Brason became the Referee-In-Chief of APHA. APSJ referee programs were combined. The focus this season was completing 2 mentorships for all officials, have one RIC, one Development Coordinator, and two mentorship meetings per year.
- **Budget: \$8450**=\$2450(Referee Development/Meetings) +\$500(RIC) +\$500(Development Coordinator)+\$5000 (Assignor)

- To do: There is no one responsible for timekeepers, there is no timekeeper development program. There is no face to face contact with the referees as a group. Mentors are not paid enough to recruit. There was no clear way to track referee development. There was no mentorship in the playoffs.

2016-2017:

- New Focus: November and February meetings were planned. No more mentor meetings. There was a new Timekeeper-in-Chief position created and a mentorship program put in place for Timekeepers. A new “Highest Capable Level” system was put in place to track development and put officials in a level that challenges them but does not put them in over their heads.
- **Budget: \$12,750**=\$2500 (Referee Development/Meetings)+\$500 (RIC)+\$500(DC)+ \$500 (TKIC)+\$5000(Assignor)+\$750(TK Development)+\$3000 for playoff mentorships.
- To do: There were too much mentorship in the playoffs. Referees did not find them helpful except where the officials were close to their top level. There is no current system in place to address referee harassment. Referees were quitting or being fired due to decisions made by the former assignor.

2017-2018:

- New Focus: Adjust playoff mentorships to match the needs of the referees. Implement a referee harassment tracking system. Build a website to manage mentorships, harassments, and data gathering, implement an online assigning system (Assignall). Try to pay referees \$20 per hour.
- **Budget: \$12,650**= \$4500 (Referee Development in Playoffs and Regular season)+\$500(RIC)+\$750 (Development Coordinator for Regular Season and Playoffs)+\$500(TK Development)+\$250 (meetings)+\$5000(Assignor)+\$600 (Assignall)+\$100(APSJ Website)+\$250(Monitoring Harassment)+\$250(TKIC).
- To do: The RIC role has expanded to include multiple meetings, running #thankthestripes, and dealing with complaints. The pay no longer fits the job. The role of Development Coordinator expanded to include harassment, tracking referee attrition, tracking current Highest Level, and planning for development of all officials. The pay does not fit the position. Mentors need jackets to wear that identify them as “with the referees”. The \$20 per hour was identified as “not enough to get out of the house” and “too confusing.” We also do not know why referees quit and the RIC has stepped down.

2018-2019: Please see the current budget proposal.

Sincerely, Mitchell Jeffrey, O.T.Reg(MB), C.E.E.S., M.O.T, B.A.(Hons.)
VP Officials and Officials Development Coordinator APHA and SJAMHA