

EVALUATION GUIDE

GENERAL KNOWLEDGE

- Knowledge of rules
- Knowledge of officiating positions
- Use of rule book to solve problems
- Knowledge of starting procedures

APPLICATION AND INTERPRETATION OF RULES

- Is consistent in apply same rule to various situations
- Can interpret rules accurately and in fairness (i.e. Disqualification- speaks with turn judge to make sure he was in the right place and position to make the call and can give guidance to officials in application of rules where needed)
- Instructions given to officials are clear and accurate
- Uses rule book wherever unsure of rules
- Consult Master officials when rule book is not clear
- Anticipates and plans for possible on going problems

ORGANIZATIONAL SKILLS

- Can set priorities (i.e. Keeps meet running while at the same time solving problems)
- Should not stop meet for one swimmer - all of the others are affected
- Flexibility - can alter plans due to incidental problems
- Stressful and emergent situations - can apply rules and remain in control

LEADERSHIP SKILLS

- Delegates duties when feasible
- Directing others - clear, accurate instructions
- Commands respect
- Control of officials, swimmers, coaches
- Supervision of Others - directions clear praise when appropriate, shows respect
- Friendly, approachable, calm
- Firm in applying rules but not rigid
- Briefing of officials is thorough

ASSESSMENT SKILLS

- Facilities checked
- Obtains heat sheets and times out session
- Anticipates possible time problems and considers solutions
- Check officials list regarding adequacy
- Confers with meet manager regarding any concerns
- Briefing of officials

PROBLEM SOLVING

- Solve ongoing problems as they arise based on sound knowledge of rules
- Can adapt administration of meet to changing needs
- Handling disputes - approachable, fair, consistent, knowledgeable
- Jury of Appeal - set up in advance to anticipate problems

COMMUNICATION SKILLS

- Good rapport with officials, coaches swimmers
- Friendly, respected by others
- Approachable
- Keeps swimmers, coaches, officials informed regarding changes, problems, solutions

IMPLEMENTATION

- Meet flows smoothly without any long delays
- Meet Starts and Finishes on time
- Good rhythm between referee and starter
- Problems solved without delaying meet

ATTITUDE

- Initiative
- Accepts criticism
- Learns from mistakes
- Willing to Learn
- Respectful of others