

MIDWEST REFEREE DEVELOPMENT

Ratified February 10th, 2010

I. Summary of activity regarding Referee Development, Referee Grading and Advancement/Promotion:

Situation #1: National grading restructuring

- a. Dissolution of the B1, B2 & B3 grading system. Revising the Key Elements of Competence for the new "T" Panel Referees.
- b. Dissolution of the C1, C2, C3 & D grading system. Revising the Key Elements of Competence for the new "L" grading system.
- c. Revised the Match Level Grading Table.

Situation #2: Affected MW Territorial Referees

- a. Former MW "B" panel Referee will be promoted to the new "T" panel at the beginning of the 2010 spring season. Referees on the "T" Panel are eligible for MW assignments up to Level 4. Higher match level assignments are by National Panel Management invite or acknowledged MW appointment(s).
- b. The MW administration plans to add Fitness and additional Training Course requirements for "T" Panel Referees.

Situation #3: Affected LAU Referees

- a. Former LAU "C & D" grade Referee will be re-designated as "L" Referees. Each LAU will reclassify their Referees to meet the new grading system at the beginning of the 2010 spring season.

Situation #4: Affected LAU Referees in the Midwest Referee Pool and Focus Group

- a. L1 and L2 Key Elements of Competency have been revised and may be found in the revised Referee Grading Manual 2010.
- b. The MW expects LAUs to categorize/rate their Referees at the match level that he/she has proven competence (e.g., a Level 8 Referee is capable to officiate all matches listed at Level 8, and so on). This rating system is effective at the start of the 2010 spring season and will be considered the Midwest Rating System.

Situation #5: Midwest Referee Advancement and Promotion system

- a. MW assigned Referees (Level 4, 5 and 6) will be categorized at the match level that he/she has proven competent by Coaching Reports and/or Evaluations. The MW Referee Rating System is effective at the start of the 2010 spring season.

Situation #6: Midwest Referee Coach and Evaluator initiative

- a. Two CMO courses have been scheduled (spring 2010).

II. Now for the details regarding Referee Development, Referee Grading and Advancement/Promotion:

Situation #1: July 2009, the R&L stated that the Referee Grading at the national level was not performance based and required an overhaul. An ad-hoc committee was assembled to provide recommendations to improve the system.

- a. **Background** - The "B" panel consisted of Referees that may not be currently officiating at the grade achieved in earlier years. The old (B) grading system did not include a continuation of competency to retain the grade achieved (no demotion process). The Ad-hoc committee proposed a number of recommendations at the December 2009 R&L meeting. The R&L generated a revised Match Level Matrix (level 1 through level 6), redefined many Key Elements of Competence for assessing and grading Referees, dissolving the "B1, B2, B3" grading system and renaming it "T" panel (for Territory level), along with dissolving the "C1, C2, C3 & D" grading system and renaming it "L1, L2, L3, L4" (for Local level).
- b. **Assessment** - The R&L retained similar evaluation process for promotion to the "T" and National Panels. NFG Referees are invited by the National Panel Management group and given the opportunity to participate to officiate at this level.
- c. **Recommendation and Actions** - The MW adopted the grading changes for beginning of the 2010 spring season. A new Match Level Grading Table (below) was published along with a revised Referee Grading Manual, and along with a redistribution of Key Elements of Competence requirements for "T" panel, "L1" and "L2".

USA Rugby Referee Society Match Level Grading Table

Match Level	Senior Men	Collegiate Men	Senior Women	Collegiate Women	U19 Boys
1 International & NPG	Churchill Cup ARC Super League Playoff Match				
2 NPG	Territorial SS Super League League Match Division I National SF & Final				

3 Territorial & NFG Panel Grade	Division I Territorial Final CR Playoff Match National Final 16 & QF Division II National SF & Final	Territorial SS Division I National SF & Final	Territorial SS Premier League Playoff Match - National Final		
4 Territorial Panel Grade	Division I Territorial League LAU League Final or Upper level LAU match Division II Territorial Final National Final 16 & QF	Division I National Final 16 & QF CR Playoff Match Territorial Final	Premier League League Match Division I National SF & Final	Division I National Final 16 & QF & SF & Final Division II National Final	National U19 Domestic Match Club National Playoff Match
5 Local Area Union Grade (L1)	Division I LAU League Division III Territorial Final National SF & Final	Division II National SF & Final Territorial Final Division I LAU League Match	Division I Territorial Final National Final 16 & QF	Division I Territorial Final Division II National Final 16 & QF & SF & Final	Club Territorial Final
6 Local Area Union Grade (L2)	Division II LAU League Match Division III LAU League Final	Division II LAU League Match Division III Territorial Final	Division I LAU League Match	Division I LAU League Final Division II Territorial SF & Final	Club LAU League Final
Legend: ARC = Americas Rugby Championship CR = Competitive Region LAU = Local Area Union NPG = National Panel Grade NFG = National Focus Group QF = Quarterfinal SF = Semifinal SS = Select Sides					

Situation #2: Affected MW Territorial Referees - The new "T" Panel Key Elements of Competence were revised to include many old "B1, B2, B3" Key Elements of Competence into one "T" panel group. With this, MW Referees that had been promoted to the Territory Panel (old B3) may not have been assessed with the new "T" panel Key Elements of Competence being considered in the assessment(s). How will Referees in this situation be graded within this new system?

- Background** - The MW currently contains a Pool of 11 Territory Grade Referees. The impact of the revised Key Levels of Competence should be minimal for the majority of matches appointed in the MW. The majority of appointments are Level 5 matches and well within the competencies of this group.
- Assessment** - The MW administration has reviewed the R&L proposed changes for the "T" Panel, identified additional revisions beneficial in Developing Referees at this level and how it would affect the MW Referee Pool. Further Coaching Reports and/or Evaluations shall be as required during this MW Referee Coach and Assessor Development period (1 to 2 years).
- Recommendation and Actions** - The MW will adopt the R&L "T" Panel requirements as proposed. The MW has plans to add Fitness and Training Course as promotion requirements to the "T" Panel. These additional Fitness and Training Course requirements are regarded as achievable and recommended to be implemented beginning fall season 2011. "T" Panel Referees are eligible for MW appointments up to Level 4. These Referees will be transferred/promoted to the MW "T" Panel at the beginning of the 2010 spring season.

Midwest Rugby Territory Match Level Matrix

Match Level	Men	Collegiate Men	Women	Collegiate Women	U19/HS Boys	U19/HS Girls	U15 Boys Middle School	U15 Girls Middle School	U13 Boys Elementary School	U13 Girls Elementary School	Other Youth Rugby
Level 1 NP	Churchill Cup ARC SL - Playoffs										
Level 2 NP	NCS - D1 SF/F TU - Select Side Super League										
Level 3 Territory & NFG Panel Grade	NCS - D2 SF/F D1 - CR - TU Final	NCS - D1 SF/F TU - SS	NCS - PL Premier League - Final Select Side								
Level 4 Territory Panel Grade	NCS - D2 16/QF D1 - TU League - TU - East vs. West - LAU Final D2 - TU Final LAU - SS	NCS - 16/QF CR - Playoff D1 - TU Final - QF/SF	NCS - D1 SF/F - Premier L	NCS - D1 SF/F TU - SS	National - U19 D1 - NCS		Three (3) above grade Evaluation Reports within any consecutive 18 month period (12.0 beep) Recommended Referee L3 Course				
Level 5 Territory Panel Grade	NCS - D3 SF/F D1 - LAU League D2 - TU 12/SF	NCS - D2 SF/F D2 - TU Final - 16/SF D1 - League LAU - SS	NCS - 16/QF D1 - TU Final	NCS - 16/QF CR - Playoff D1 - TU Final - QF/SF	D1 - TU Final		One (1) above Match Level Evaluation, two (2) Coaching Reports within any consecutive 18 month period (11.0 beep) Recommended Referee L3 Course				

Level 6 L1/TFG	D3 - LAU L Final D2 - LAU League	D3 - LAU Final D2 - LAU <i>D1 - (B side)</i>	D1 - LAU L D2 - League F LAU - SS	NCS - D2 SF/F - TU Final - 16/SF D1 - League LAU - SS	D1 - TU 16/SF - State Final	D1 - TU Final	Last three of four (3 of 4) above Match Level Coaching Reports within any consecutive 18 month period (10.0 beep)				
Level 7	D3 - LAU 16/SF - LAU League	D3 - LAU <i>D2 - (B side)</i>	D2 - LAU L - QF/SF	D3 - LAU F D2 - LAU <i>D1 - (B side)</i>	D1 - TU Consolation - QF/SF/F - State Playoffs D2 - State Final LAU - SS	D1 - TU Playoffs - State Final	Recommended Referee Level 2 Course				
Level 8	<i>scrimmage</i>	<i>D3 - (B side)</i>	D2 - LAU L <i>D1 - (B side)</i>	<i>D2 - (B side)</i>	TU - Festival LAU - D2 QF/F - D1 League	D1 - TU Consolation - QF/SF/F - State Playoffs D2 - State Final LAU - SS	Recommended Assistant Referee & Touch Judge Course				
Level 9	<i>scrimmage</i>				D2 - League <i>D1 - (B side)</i>	TU - Festival LAU - D2 QF/F - D1 League	'A' side				
Level 10	<i>scrimmage</i>				D3 - League U17 - League <i>D2 - (B side)</i>	D2 - League <i>D1 - (B side)</i>	'B' side	'A' side match			
Level 11	Recommended Referee Entry Level following the completion of the Referee Level 1 Course				<i>D3 - (B side)</i> <i>any scrimmage</i>	<i>any scrimmage</i>					
Legend: ARC = Americas Rugby Championship D1, D2, D3 = Division I, II, and III CR = Competitive Region F = Final L - League LAU = Local Area Union NPG = National Panel Grade NCS = National Championship Series NFG = National Focus Group PL = Premier League QF = Quarterfinal SF = Semifinal SL = Super League SS = Select Sides T = Territory TFG = Territorial Focus Group TU = Territorial Union											

Situation #3: USA Rugby's recommendations for LAU Referees - The R&L revised the Key Elements of Competence for the new "L" grading system. Former LAU "C & D" Panel Referee will be re-designated as "L" Referees. Each LAU will reclassify their Referees to meet the new grading system at the beginning of the 2010 spring season.

USA RUGBY REFEREE GRADES

Change:

D to L4 | C3 to L3 by LRO promotion | C2 to L2 by LRO promotion | C1 to L1 by LRO promotion
B Panel to T Panel by TRO promotion | Focus Group Panel (FG) by selection only
National Panel (NP) by selection only | International Panel

- a. **Background** - Many of the revised elements for L1 were former B3 requirements and many of the L2 revised elements were former C1 requirements. There are no Key Elements of Competence for evaluation below L2.
- b. **Assessment** - Evaluations and Coaching Reports are recommended.
- c. **Recommendation and Actions** - The Midwest administration recognizes that some (former C1 and C2 grade) LAU Referees may meet the new requirements (of L1 and L2 grades) and others may not. It is up to each LAU to then "promote" each Referee to the new L1, L2, by each LAU's own methods of promotion (through evaluation, observation, committee, hand shake, etc.). Former C3 Referees are considered to have some officiating experience and may be promoted to L3 as each LAU sees fit. Former D Grade Referees are now L4 Grade.

Situation #4: Midwest recommendations for the MW Referee Pool and Focus Group. Many LAU teams participate in a MW league structure of which is a hybrid LAU league and a TU league as identified on the USA Match Level Grading Table. The MW appoints Referees to over 300 matches (level 4, 5 and 6). The MW appoints as many as 23 Referees during league play and up to 44 Referees for playoff weekends. The Focus Group and Pool is populated with (L1 and L2 grade) Referees from the 9 LAU Referee Pools.

The new "L1" Key Elements of Competence have been revised to include many old "B3" Key Elements of Competence. Many Referees in the MW Focus Group that have been previously graded as "C1" will now be required to demonstrate these additional Key Elements of Competence to be promoted to "L1".

The new "L2" Key Elements of Competence have been revised to include many old "C1" Key Elements of Competence. Many Referees in the MW Referee Pool that have been previously graded "C1 or C2" will now be required to demonstrate these additional Key Elements of Competence to be promoted to "L1" or "C2" respectively.

These additional requirements, in addition to the consistency issues between LAUs, add significant challenges when appointing Referees at Match Levels 5 and 6 within the MW. How will Referees in this situation be graded within this new system and how can the MW ensure consistency between the LAUs?

- a. **Background** - Traditionally, the LAU Referee Grading process is managed by each LAU. There are many challenges and consistency issues associated with appointing Referees from 9 different LAUs to MW matches. A primary challenge is officiating inconsistencies, which are associated with the variations of Referee Development and Promotion practices within each LAU.
- b. **Assessment** - The MW administration has reviewed the R&L proposed changes for “L1 and L2” grades, identified additional revisions beneficial in Developing Referees at the LAU level and how it would affect the MW Focus Group and Pool.

The MW administration will require additional confirmation of competency for Referees promoted to “L1 and L2” by LAUs. This exception, to the R&L proposal of grading “L” Referees, applies to the MW Pool and Focus Group Referees only. LAUs are free to promote, advance and grade referees as they see fit.

The current MW Focus Group Referees have demonstrated the competency requirements of “L1”. Further Coaching Reports and/or evaluations shall be as required during this MW Referee Coach and Assessor Development period (1 to 2 years).

- c. **Recommendation and Actions - MW Focus Group Referees** - The MW administration require Coaching Reports and/or Evaluations to be eligible for the Focus Group or Pool beginning of the 2010 spring season.

MW advancement	Evaluation Reports required*	Coaching Reports required*
Level 6 to 5	1 above grade	2 of the last 3 +1 match level
Level 7 to 6	N/R, but may count as a Coaching Report	3 of the last 4 +1 match level

(*) All reports must be completed by different individuals

- d. **Recommendation and Actions - MW Pool Referees** - The MW will adopt the R&L grading requirements for “L1 & L2” (Level 5 & 6) along with the proposed Coaching Report and Evaluation requirement. Pool Referees are eligible for MW Level 6 match appointments and Focus Group Referees are eligible for MW Level 7 match appointments at the beginning of the 2010 spring season.

Situation #5: Midwest Referee advancement and promotion system. There is an opportunity within the Midwest TU to improve Referee advancement process to better reflect a Referee’s demonstrated capabilities and provide a clear development pathway.

- a. **Background** - The R&L Match Level Grading Table ends at Match Level 6. The MW, and its LAUs contain over 2000 matches played at the community level to include college and youth leagues. These matches are not included in the National Matrix.
- b. **Assessment** - The Midwest Leadership have decided to use the National Match Level Grading Table as baseline and continue this method through the community level matches creating a MW Match Level Matrix through Level 11.

Identifying Referees at match level capability will better reflect Referee competence, and in the end, assist in the promotion process for qualified Referees along with promoting a visual pathway for development.

- c. **Recommendation and Actions** - Referees will be categorized at the match level that he/she has proven competent at by the respective LAU (e.g., a Level 8 Referee is capable to officiate all matches listed at Level 8, and so on). The MW rating system is effective at the start of the 2010 spring season.

NOTE: Midwest LAU Referee Societies retain the responsibility to develop and advance Referees up to and into the MW rating of Level 5 in the Match Level Matrix. LAUs use a variety of methods to advance Referees, to include Coaching Assessments, committee decisions, indirect observations, etc. Competence Based Evaluations are required to advance a Referee to be eligible for the Midwest Pool, Focus Group and “T” Panel (aka Level 4). Further grade advancement is through invitation by the National Panel management team.

<u>Game level example</u>	<u>Old “B & C” grading equivalent</u>	<u>New “T & L” grading equivalent</u>	<u>Midwest Nomenclature for MW/LAU referee ratings</u>
MW D1 Men’s Territorial Final	B2	NFG level or T panel	Level 3 – National or MW appointment
D1 Men’s TU League MW Men’s D1 playoffs	B2	T panel	Level 4 – MW appointment
MW D1 Men’s League D1 Collegiate Men’s League	B3/C1	L1	Level 5 – MW appointment

MW D2 Men's League Boys HS/U19 TU Final	C1	L2	Level 6 – MW appointment
MW D3 Men's League (Boys HS State Final)	C1/C2		Level 7 – MW appointment (LAU appointment)
(Boys HS D1 or top tier league)	C2		Level 8 - LAU appointment
(Boys HS D2 or 2nd tier league)	C3		Level 9 – LAU appointment
(Boys HS D3 or 3rd tier league)	C3/D		Level 10 – LAU appointment
Beginning referee matches "B" side	D		Level 11 – LAU appointment

Situation #6: The number of matches in the MW continue to grow each year with the level of play increasing as well. In order to fill the number of matches to be appointed by the MW, there is an increasing need for Coaches and Evaluators for Referee Development and Promotion. The MW has identified a critical deficiency of Referee Coaches and Evaluators with the vast geographic area to cover in the MW.

- a. **Background** - The MW has 4 Referee Coaches and 1 Evaluator. Two LAUs are currently providing the majority of Referees, Coaches and Evaluators. These two LAUs cannot continue to carry the remaining LAUs with Referees and Referee Development.
- b. **Assessment** - The Midwest leadership have identified MI, IN, WI and OH as focus areas for Referee Development through spring 2011. These LAUs have sufficient levels of Rugby to develop Referees, as well as, large HS programs enabling both spring and fall development periods. IA, IL and AL have less HS Rugby and greater travel distances introducing greater development challenges. These areas will be asked to participate and provide additional options and ideas to overcome the challenges.
- c. **Recommendation and Actions** - The MWRFU has granted funds intended to develop Coaches and Evaluators within the MW. Two CMO courses have been scheduled (spring 2010). For many years, the MWRRS has hosted an Annual Referee Clinic with consistency as the primary focus. Beginning this year, the MWRRS plans to conduct four MW/LAU Clinics to be located in either WI, IN, OH, MI or IA. This effort reduces the individual travel and provides the opportunity for the local Referee to participate.