



2024 BC Athletics Annual General Meeting

Officials Development Coordinator Report

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2024 Priorities

This year, our primary focus has been on enhancing the capabilities and opportunities for our officials. A key priority has been the upgrading of officials from Level 2 to Level 3. We have recognized the need to simplify and expedite the upgrading process to make it more accessible for our officials. Here are the key enhancements we have implemented:

1. **Updating Systems:** We have done a comprehensive review and update of upgrading systems to better support our officials. We will look to update our recruitment, retention and recognition systems next.
2. **Integration of Systems:** Full integration of the Officials Management System throughout British Columbia ensures accurate and timely credit tracking with the goal of streamlined communication and efficient upgrading.
3. **Annual Clinic Calendar:** Coordination of an annual officials clinic calendar that incorporates Provincial and National Clinics, which are required for upgrading. Clinic calendars to be shared each fall to allow ample time for individuals to plan.
4. **Support for Clinicians** We now offer honorariums to clinic facilitators, recognizing their crucial role in the training and development of officials.
5. **Revised Credit System:** Officials now earn one credit for every 3 hours worked, down from the previous 4 hours. This adjustment accelerates progress towards certification and addresses the previous concern of partial-credit recognition.
6. **Tailored Pathways for Level 2:** Aspiring Level 2 officials can now personalize their certification journey. A significant portion of credits can be earned within their chosen discipline, allowing for a focused pathway while gaining experience across all disciplines.
7. **Specialized Pathways for Key Roles:** Recognizing the specific demands of roles such as photo finish and competition secretary, we have introduced specialized pathways tailored to these positions. These pathways offer targeted training and certification routes for “critical” officiating areas.

In addition to upgrading initiatives, we have launched a revamped officials landing page designed to streamline navigation and support for new officials. Our new working groups dedicated to mentorship, development, and recruitment have shown positive results, with 20 mentors and 19 evaluators trained in 2024. 70 individuals have expressed interest in becoming officials since Aug 2023.

2024 Highlights

- **Clinics:** We successfully conducted 18 clinics with a total of 108 participants
- **New Officials:** 55
- **Upgraded Officials:** 29
- **OMS Expansion:** Following a successful pilot in 2023, the Officials Management System (OMS) has been launched province-wide
- Implemented a refreshed officials recognition program with credits to the online officials store.
- As of August 19, 2024, we have invested **\$33,602.57** towards officials travel to competitions across BC and some out of province travel.
- Awarded the Athletics Canada Branch Grant for \$18,500 to support our Officials Development program.
- Received a **\$4000** donation from BC School Sports towards the Officials Development Fund.

Opportunities for 2025

Our focus in 2025 will be on enhancing the Officials Development Program. This initiative will continue to foster a culture of fair play, transparency, sustainability, and prioritizing health and wellbeing for officials across British Columbia.

Key 2025 Initiatives:

- **Regional Support:** Enhanced support for smaller and remote communities, such as northern communities and the Kootenays, through targeted training and development initiatives.
- **Recruitment:** Development of innovative recruitment strategies aimed at engaging underrepresented populations, ensuring our officiating community reflects the diversity of our province. Support local clubs with recruitment efforts to support local event hosting.
- **Increased operational capacity:** Consideration of additional BC Athletics roles to support officials assignments for all sanctioned competitions, optimizing the allocation, upgrading and support of officials.

Key Performance Indicators:

- A targeted **10% increase** in BC Athletics Officials Membership, equivalent to approximately 25 new officials annually.
- Upgrading a minimum of **45 officials** across all levels (1-5) each year
- Improvement in officials' satisfaction, with the majority feeling supported, enthusiastic about contributing, and willing to encourage others to join our community.
- Ensuring all sanctioned events are fully supported with BC Athletics Officials, enhancing the quality and fairness of competitions across the province.
- Development of **5 new officials** in remote communities, specifically targeting Zone 1, Zone 7, and Zone 8, expanding our reach and impact.

THANK YOU!

Thank you to the hundreds of volunteer officials across BC for supporting athletes through competition opportunities. Your efforts are noticed and appreciated!