



2025 BC Athletics Annual General Meeting Staff Report

Portfolio: Officials Development
Report Prepared by: Jacob Emerson

In September 2024, BC Athletics established its first full-time, permanent Officials Development Coordinator position, evolving from a part-time role held from 2023–2024. In 2025, the focus of this role is to evaluate current officiating systems across the province and develop sustainable practices that strengthen recruitment, retention, and certification to ensure BC Athletics events are well supported by qualified officials.

2025 Priorities

- **Officials Feedback and Recognition:** We remain focused on improving recognition for the work that officials contribute. We have provided more opportunities for officials to provide feedback that will make its way to event organizers and hosted more recognition opportunities.
- **Officials Assignments:** We continued to leverage the Officials Management System and improve system functionality to use the system to facilitate officials assignments and credit tracking. BC Athletics assigned officials to 100 competitions in the past year.
- **Evaluations & Upgrades:** We began working on streamlining the process for assigning and conducting evaluations for officials across all levels. This included facilitating in – province evaluations and financially investing in out of province evaluations for officials seeking level 4 and 5 evaluations. We facilitated **31 evaluations** this year with only 1 official remaining on the waitlist. These evaluations resulted in a total of 21 upgrades with an additional 5 waiting for NOC confirmation.
- **National Officials Pathway Review:** We continue to work on improving the state of officiating in BC from conditions at competitions to our work around upgrading officials. BC Athletics has been working closely with Athletics Canada to improve the officials pathway and create policy that will make decisions more transparent.

2025 Highlights

- **New Officials:** 20
- **Clinics:** 44 officials attended clinics
 - 7 hosted in BC,
 - 11 hosted across Canada
- **Evaluations**
 - 31 evaluations
 - 14 Level 3
 - 9 Level 4
 - 8 Level 5
 - 29 Successful Evaluations

- 14 Level 3
 - 8 Level 4
 - 7 Level 5
- Waitlist
 - 1 Official's evaluation carried into 2026
 - 9 Officials need their 2nd evaluation
 - 4 Officials have requested an evaluation after the season has completed
- **Upgrades**
 - 21 upgrades have been confirmed
 - 1 to Level 1
 - 9 to Level 2
 - 9 to Level 3
 - 1 to Level 4
 - 1 to Level 5
 - 5 upgrade requests sent to NOC (Waiting on Confirmation)
 - 3 to Level 4
 - 2 to Level 5
- **Recognition Events**
 - 2024 Luncheon
 - Hosted in Langley to recognize achievements, socialize and provide feedback to BC Athletics.
 - 52 Officials were in attendance
 - Zone 2 Officials Dinner
 - Hosted during the BC Athletics Indoor track and Field Championships to recognize achievements, socialize and provide feedback to BC Athletics with a focus on Zones 1/2
 - 12 Officials were in attendance
 - BCSS Track and Field Championships
 - Collaborated with BC School Sports to provide a social event for officials that volunteered at the event
 - Approximately 35 officials in attendance
 - BC Athletics Outdoor Championships – Officials Dinner
 - Recognize the work that officials put into making the championship possible
 - Approximately 30 officials in attendance

2025 Challenges

- **Competitions:** Officials are essential to all BC Athletics sanctioned events, to ensure fair play and safety on the field of play. There continues to be a growing demand for officials to support sanctioned competitions across all disciplines of athletics. Throughout the year, we began taking a closer look at competition schedules and working conditions for officials as we continue to prioritize the health and wellbeing of officials at BC Athletics sanctioned events. BC Athletics is committed to continuing this work with officials and event directors to ensure we are meeting the demands of competitions across the province. There is a continued need to increase the pool of officials who are available to fulfill officiating duties.
- **Officials Pathway:** We know that the “Officials Development Pathway” is complicated. The Athletics Canada’s general upgrading criteria for Officials is 17 pages long and requires an official to read the whole document to make sure all requirements are met. We are working with Athletics Canada on simplifying the process and making entry more accessible.

2026 Opportunities

- **Technology Working Group:** A technology working group has been developed and will begin working on a technology strategy that can be implemented across the province. Once the technologies have been identified, a plan will be created to implement the technologies followed by a plan to activate them around the province.
- **Recruitment:** To support officials recruitment, we are focusing on the onboarding process for new officials.
 - We are creating a more in-depth welcome package to introduce officials to officiating
 - We will begin work on an Officials Manual that can be a key resource in understanding all matters regarding officiating
 - Continue to expand introductory in-person clinics for clubs who would like to host sanctioned competitions. The goal of these clinics is to provide club volunteers with the basic skills and knowledge to provide support and encourage them towards the officials pathway.
 - Implementing various communication strategies as a tool to recruit officials.
 - Collaborate with member clubs and BC School Sports to provide officials education in advance of the 2026 outdoor track & field season.
- **Evaluations:** Our focus will be to train more evaluators and work with Athletics Canada on increasing the number of national evaluators in BC.
- **Mentorship:** This remains an area of opportunity, and we will continue to develop the mentorship program for all officials who would like to develop in officiating through mentorship. We are getting the mentorship working group started earlier this year with a focus on how to improve the program in preparation for 2026. We look forward to improving the program and starting earlier than last year in a plan to improve program delivery.
- **Diversifying Discipline Certification:** Encouraging current officials to seek out training and certification in other disciplines to allow them to remain agile at sanctioned competitions. Specific gap in Umpires and Referees.

Program Statistics

Number of Official by Level

Officials	
Level	Total
PL1	16
PL2	16
1	5
2	66
3	52
4	23
5	30

Number of Referees by Level

Referees	
Level	Total
3	6
4	3
5	9

Number of Officials and Referees by discipline and level

Officials by Discipline		
Discipline	Level	2025
Combined Events Referee	3	1
	4	1
	5	0
	Total	2
Call Room	3	6
	4	1
	5	2
	Total	9
Competition Secretary	Provincial	9
Field Referee Jumps	3	2
	4	0
	5	5
	Total	7
Field Referee Throws	3	1
	4	2
	5	0
	Total	3
Horizontal Jumps	3	15
	4	5
	5	5
	Total	25
Photo Finish Chief Judge	3	2
	4	5
	5	3
	Total	10
Starter	3	12
	4	3
	5	6
	Total	21

Officials by Discipline		
Discipline	Level	2025
Starter Assistant	3	7
	4	0
	5	3
	Total	10
Throws	3	21
	4	5
	5	4
	Total	30
Technical Delegate	National	4
Technical Manager	Provincial	0
	National	1
Track Referee	3	2
	4	0
	5	4
	Total	6
Umpire	3	10
	4	6
	5	5
	Total	21
Vertical Jumps	3	15
	4	1
	5	6
	Total	22
Walks Judge	3	6
	4	0
	5	1
	Total	7