



Officials Committee

Report to BC Athletics Annual Joint Committee Chairs / BoD Meeting January 25, 2020

Initiatives and Plans for 2020:

1. Implement the Athletics Canada (AC) Officials Certification Program designed to provide consistent training and development of officials in all jurisdictions across Canada (attached). Significant changes in training, mentoring, developing and evaluating officials:
 - Training—Implement online training for Levels 1 and 2.
 - Mentoring—select and train mentors and commence mentorships for level 1 and level 2 officials.
 - Developing and evaluating—identify and train officials to deliver new workshops for Level 3 officials, enhanced workshops for level 4 officials and evaluate officials upgrading to levels 2 and 3.
2. Continue existing programs and services as outlined in the BC Athletics Strategic Plan (2017-2020) and assist BCA member clubs and BCA in the recruitment, development and retention of officials:
 - Recruitment—target 31 new Level 1 officials and a total of 235 active officials. Overall target of 250 officials by summer of 2021.
 - Training—Deliver 3-4 Provincial (Level 3) and/or National (Level 4) workshops to meet upgrading requirements.
 - Development—work with NOC to schedule second (and final) evaluations for 7 officials and first evaluations for 14 officials upgrading to levels 4-5. Identify high priority disciplines based on supply shortages and encourage level 2 officials to upgrade to level 3 in these areas.
 - Retention—continue retention program (e.g., awards, thank you items, recognition for service and upgrading).
 - Competitions—provide assistance to organizing committees of sanctioned events on recruitment and allocation of technical officials.
 - Administration—maintain a list of BCA officials with specifications of certification.

Challenges and Opportunities:

- AC Officials Certification Program—streamlining the upgrading pathway and reducing program administration.
- Governance structure for administering the officiating program in BC—roles and responsibilities in light of revised certification program for officials.



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- Funding model—implementation of revised certification program for officials will change revenue streams and expenditures. In addition, expenditures for travel to competitions and upgrading evaluations have been higher than budgeted. This is anticipated to continue. Donations (deferred revenue) are regularly used to cover the difference.
 - Opportunities from Major Meets—use national championship meets in BC along with 2020 being an Olympic year to recruit and develop officials. Major meets can be excellent vehicles to develop all disciplines including specialty disciplines such as Technical Delegate, Technical Manager, Competition Secretary and Jury Member.
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Gaps—missing pieces to be addressed in 2020 and beyond:

- Recruitment—revise the recruiting model to address the enhancements to the certification program for officials that is easy to administer and provides a profile of officials to address provincial demand.
 - Development—revise the development model for developing younger officials into higher levels to replace our retiring officials while recognizing administrative costs and effort of doing so.
 - Officiating Database (Contact Management System)—development of full functionality for a central database containing officiating information will continue into next quad. This information is important to support new recruitment, mentoring and development activities.
 - Officiating in 2025—what will Athletics look like in 5+ years? What changes do we need to make in our officiating programs to meet requirements of 2025 and beyond?
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External and internal factors to influence Committee's initiatives:

- BCA staff support and expertise to assist with implementation of the certification program for officials.
 - Partnerships with clubs to assist in recruiting officials via the enhanced certification program for officials.
 - Linkage to NOC and other jurisdictions to share recruitment, training and development materials and processes.
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Big Idea (if money no object):

- Officials Training Academy—matching curriculum for developing officials (e.g., on-line training, hands on workshops with equipment, simulations and demonstrations).



ATHLETICS CANADA OFFICIALS CERTIFICATION PROGRAM

