



# Officials Committee Meeting—Sept 13, 2020

**Commence 10:00am - Adjourn 12:05pm**

Video Conference

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**Purpose:**

- Prepare for Annual Officials Meeting.
- Receive update on activities and recommendations from the Recruitment Working Group (RWG).
- Review proposed changes to nomination criteria for BCA Annual Awards for Officials.

**Participants:** Brian Thomson (Chair), Anthony Thomson, Marilyn Benz, Wayne Elke, Cheryl Elke, Bill Koch, John Cull, Carol Cull, Jim Rollins, Sue Kydd (from the parking lot on Galiano by phone), Dawn Driver (after Annual Officials Meeting discussion).

Regrets: Jasmine Gill (BCA Brd).

## Minutes:

### INTRODUCTION & WELCOME

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**Review agenda (Brian)**

Accepted.

### Annual Officials Meeting (Oct. 18)—Sue, Brian

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- Under Covid-19 public health guidelines will move to video-link meeting. Brian will request video conferencing facilities from BC Athletics.
  - Sue will cancel room booking for Fortius.
  - Need to advertise meeting and video link--use officials newsletter, BCA Record and website. Request announcement on opening page of BCA website. Brian to find and update advertisement from last year and use for 2020. Ask for any questions and/or agenda items in advance of meeting.
  - Registration, in advance, will continue to be required. Must be a BCA member (official). Brian to request assistance from BCA for this.
  - Consider recording presentation and posting on website (or posting presentations).
  - Recognition items—BCA recognition item and AC service pins will not be issued in 2020 due to COVID and lack of competitions. The AC 50 year Service Award will be issued (Kanwal Neel).
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# Officials Committee Meeting—Sept 13, 2020

## Agenda for Annual Officials Meeting—10am to 12pm

- Check in and attendance.
- report on business—including accomplishments (short), feedback on progress against items from last Annual Officials Meeting (survey), budget (Brian).
- info session on the AC-NOC Certification Pathway for Officials (Brian).
- elections & motions (Brian).
- Wrap-up and debriefing (survey).

A town hall discussion may be offered (to be determined).

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### Elections:

- Following Committee Members have terms to finish:
  - Cheryl will stand.
  - Anthony will run again.
  - Marnie is uncertain about standing again.
  - Jim will not stand for re-election. Jim will continue to maintain the training database and the distribution of name tags to new level 2 officials.
  - Sue will not stand for re-election. Sue will be available to answer questions on retention activities in 2021 (e.g., questions on organizing Annual Officials Meeting).
- Solicit nominations to committee. Brian to undertake nomination process.

Brian concerned that committee should not grow in size at this point given changes from the new AC-NOC Certification Pathways for Officials (e.g., not replace retiring members until new pathways are implemented and administrative processes and Committee support defined). In interim, we need flexibility as we work through implementation of pathways—using small teams, sub-committees and working groups comprising Committee and non-committee members. Small, nimble teams focused on defined tasks and autonomy to deliver will be important in implementing the new AC-NOC certification pathways. Agreed (J & C) that sub-committees are more efficient provided communications do not suffer. Jim suggested Regional Development Coordinators (RDC) attend Committee meetings. Committee had brief discussion around voting privileges for RDC since they are not elected.

- Brian is continuing to work on action item from last November (2019) meeting-- discussing governance with Officials Committee and BC Athletics on committee size, elections and accountability.

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### Update from Recruitment Working Group—AC-NOC Certification Pathway for Officials (Brian)

- All activities approved for Recruitment Working Group from Nov./19 Planning Meeting were completed:
  - Work with BCA on marketing and website.
  - Conduct pilot of online modules.
  - Work on admin process for new pathways.
- Brian presented PP of NOC's certification program for officials.



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- Why change the pathway:
  - Feedback from officials regarding fresh approaches for recruiting and getting officials to level 2.
  - Large administrative effort for levels 1 and 2 with huge drop-off in retention.
  - Unclear difference between level 1 and 2.
  - Retention significantly higher when reach level 3.
  - Training gap at level 3.
  - Inconsistent pathway across jurisdictions (and regions).
- Recruitment Model—Class of 2021:
  - Utilize a “class of 2021” model for recruitment.
  - Develop mentors in January-February timeframe.
  - Recruitment Working Group encourage “class” of prospective officials who take on-line modules at same time (similar to pilot) to focus support to prospective officials. Target “class” to complete in Feb or March in order to roll directly into the experience phase with club and school meets. Avoid time gap between when the online modules are completed and when the prospective official can get experience (e.g., potential to lose interest and/or drop out).

Recruitment Class of 2021							
Jan/21	Feb/21	Mar/21	Apr/21	May/21	June/21	July/21	Aug/21
Develop Mentors (Workshop)							
Prospective Official (no T&F experience)	Module 101 (Online)	Level 1 Experience		Level 1 Official			
			Module 201 (Online)	Level 2 Experience and Mentoring			Level 2 Official

Prospective Official (T&F Experience)	Module 201 (Online)	Level 2 Experience and Mentoring		Level 2 Official			

- Recruitment & Mentoring Coordinator:
  - Monitor progress of prospective officials through pathway. Assign mentors to prospective level 2 officials utilizing mentoring criteria, availability of mentors and in consultation with Regional Development Coordinators.
  - Ensure program consistent across BC.



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- Mentor for mentors.
- Report out on recruitment and mentoring results and feedback for incorporation into recruitment and development plans.
- Discussion and questions from committee members particularly in areas of waiving Level 1 and mentoring process for Level 2. Anthony suggested, and everyone agreed, that Level 1 should be re-titled “Introduction to Track and Field” to set expectations regarding the module and who should take. Bill suggested a mentoring committee could help communicate what is happening during the mentoring and experience phase of upgrading.
- Marnie and Brian noted feedback from participants during pilot of level 1 and 2 modules was good. Generally agreed the video elements of Level 1 module need to be enhanced and maybe BC could provide some examples to AC-NOC for consideration. Mixed feedback on the level of detail in modules while most recognized the modules were a starting point that flowed into experience where significant knowledge and skills were built. All feedback received was sent to AC-NOC for consideration in next release of on-line modules.
- Post meeting, Bill noted that club interested in in-house training for their volunteers. Could be a recruitment model and additional revenue for BCA and Officials.
- **Next Steps:**

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  - Officials Committee discussed the mapping of current officials in the pathway to Level 1 and Level 2 officials into the new model. The Committee agreed the mapping needs to be based at the individual level (e.g., individual’s experiences obtained). RDC will review current officials in the pathway to Level 1 and Level 2 and make recommendations to the Committee. Target transition to be complete for start of 2021 (e.g., January 2021).
  - Recruitment Working Group draft plans for 2021 (to be finalized for Nov Planning Meeting):
    - Implement Recruitment Class of 2021 (shown above).
    - Continue work on technical implementation of new pathways (e.g., mentoring, website) for next 1-2 years.
    - Continue work on administration procedures to support pathways for next 2-3 years. Are current procedures still required? New procedures required?

## **Annual BCA Awards--Nomination Process and Awards Criteria (Sue, Jim):**

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- Tabled to new meeting October 6, 7 pm via videolink. Can send Jim & Sue comments in advance.
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## **UPDATES AND ISSUES**

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The following items were tabled to new meeting October 6, 7 to 8:30pm pm via videolink

- Finance—budget for 2020 (John).
- Officiating under COVID-19.
- EDM—building capacity for lower mainland and nationals (John).



# Officials Committee Meeting—Sept 13, 2020

**Next Meeting—October 6, 7:00pm to 8:30pm (video conference)**

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## **Agenda**

- Annual BCA Awards Nomination Process and Awards Criteria (Sue, Jim).
- Finance—budget for 2020 (John).
- Officiating under COVID-19.
- EDM—building capacity for lower mainland and nationals (John).
- Annual Planning Meeting—format, date (Brian).

**Adjourned 12:05 pm.**

## **Agenda Items to Track for Future Meetings:**

- Expectations of Level 5 officials (Brian).
- Expenditure approvals (Brian).
- Senior officials missing in action—steps to re-engage or deactivate (Brian).
- Review of Regional Development Coordinators in all regions. Assistance to meet targets (All).
- Picture taking (All).