

Mentorship program

What it is

The mentorship program helps develop young officials faster. It keeps them (you!) engaged and wanting to come back year over year.

What is it made up of?

This officiating program is made up of formal assessments, social and active learning events as a continuous development journey beginning from year one of a young official's career.

What does that mean?

There are quizzes, peer support, on-ice practice, development and coaching sessions, as well as individual supervisions and group action reviews.

What will this program offer me?

<u>Year one</u>	<u>Year two</u>	<u>Year three</u>
On ice pre-season instruction	On ice pre-season instruction	
Monthly quizzes	Monthly quizzes	Monthly quizzes
Developmental supervisions	Developmental supervisions	Developmental supervisions
1:3 mentor ratio	1:6 mentor ratio	Performance supervisions
Bi-monthly mentorship meetings	Progressive hockey level advancement, based on supervisions	Progressive hockey level advancement, based on supervisions
Shadow program		Officiating certification upgrade based on performance

Mentorship meetings

At the meetings, we plan for a dialogue - this isn't about us providing information, it's about hearing what on the minds of our officials. The best use of these meetings are for topics that potentially have occurred by others in the room too.

This could include:

Difficult quiz questions

Something that happened on the ice

I don't understand this rule

How do I deal with a coach/player/fan that...

How do I create a game incident report

What's a game incident report?

Important rule enforcement

General Meetings

Approximately every 6 weeks, we bring all the officials together to discuss big items that affect everyone. These meetings could discuss our officiating program such as budget, successes, upgrade clinics, common complaints and rule enforcement and upcoming events.

It is expected that you attend.

We also hand out paycheques at the meetings.

On payroll one and payroll three, there are program fees we charge each official. The current fee is **\$25** on each of these payrolls. This helps offset costs such as mid-year and end of year food, and paying for the game assignment system and web domains.

You must be present to receive your cheque. We cannot hand cheques to friends, as in the past, too many have been lost and reprint costs are expensive and unnecessary. If you cannot attend, please contact the game assignor and he can help make arrangements to pick up the cheque.

Shadow program

We recognize that the first set of games may cause some nervousness. So to help you in your first set, we have an experienced official that will step on the ice with both you and your partner.

We call them shadows.

Their role is to help adjust your positioning, help you with procedure, and give you tips live during the game.

They won't call the game. It's still yours to call - in fact, the whistle will be in their pocket.

They will take you through:

- What to look for on the game sheet prior to the game;
- The coaches handshake as part of the fair play initiative;
- Help you make quick decisions;
- Where to be to best make the right call;
- How to help improve making the right call.

Normally in a set of three, you will have them on ice for two games, and then in the stands for a different perspective as a supervisor would. They will debrief with you after each game, get your feedback and provide some recommendations as individuals as well as a team.

These shadows are also great references if you have questions and you're not sure what the answer is. They are more than willing to help - we're a small community and supporting each other is what we do.

If you aren't feeling ready to go out there by yourself in game three, or even in your second set, let us know, and we can arrange to stay on the ice for the third game, or schedule a second shadow set.

We're here to help you get comfortable.

Officiating quiz program

What it is

The quiz program is an HEO Minor initiative to improve the rule knowledge of our officials. We found that too many young officials were not aware of the basic rules - let alone the advanced ones - and were leading to improper application of the rules required on the ice.

Why it's important?

We can't afford to get 4 out of 5 calls right on the ice. Yet we know that the rules are complicated, need to be understood and applied and the quiz program gives us the chance to evaluate our knowledge prior to applying what we think might be the right call.

Many of our senior officials complete the quizzes monthly as the rules receive updates and memory fades over time.

These 12 quizzes will help provide a baseline of knowledge early in your officiating career.

They also help prepare you for more complicated rule assessments - such as the level four exams, where rule books are not available and quizzes are not multiple choice called State Referee's Decision.

How often do they occur?

The quiz program is a series of 12 quizzes that will occur over the first three years as an official. Each quiz opens at the start of each month for the first four months of the season.

The quizzes are due to be completed before the following dates:

October 31

November 30

December 31

January 1

Where do I access it?

The new quiz opens the first of the month, and is accessible for just that month through this link: <http://www.odharefs.com/IncidentReports/login.jsp>

You will need to create a profile. Follow the create new account button to get started.

** We are district 10, make sure your profile reflects this when completing your profile.*

What are the minimum grade expectations?

Quizzes are to be done on time and must achieve minimum results.

80% is successful completion

69-80% - one allowed annually, otherwise resubmit required for the quiz

68% or less - resubmit hard copy within 2 weeks

Incomplete resubmissions follow incomplete occurrence grid

What are the impacts if incomplete?

Incomplete quiz	
first occurrence	2 weeks to submit a copy by email No new games will be assigned until complete
second occurrence	1 week to submit a copy by email if still incomplete after 1 week, removal of all games on existing schedule, with a reassignment fee, no access to trade board, no new assignments
third occurrence	1 week to submit a copy by email plus loss of trade board access for rest of season and no playoff game assignments if still incomplete after 1 week, removal of all games on existing schedule with a reassignment fee, no new assignments
fourth occurrence	indefinite suspension from officiating, removal of all games and a reassignment fee

Recommendations to consider

You can save as you go - which means that if you want to complete one question per day over the month, you can spread out the time, instead of crashing through it.

Use the rule book - It is open-book. we want you to learn the rules, not try to remember them. look up the rule, then answer the question.

Mark down the rule reference - keep track of the rule numbers and if you have questions, discuss it with a peer, myself or any of the other officials.

Complete with your peers - find the answers together. share the knowledge, get better as a team.

Pre-season on-ice instruction

Officiating is tough - and up until 2016, clinics only had in-class or online components of introductory knowledge of officiating.

We designed an on ice approach that helps take what you learn in the class and online, and bring it to life before the season even starts.

Year one

Introduction to two-official system

- face off and line change procedures
- game flow and where to position yourself

- penalty procedures

Year two

Introduction to three-official system

- how procedures and positioning differ from the two-official system

Checklist of key events

	Year One	Year Two	Year Three
Register for your clinic			
Attend on ice instruction			
Register for the quiz program			
Attend Mentorship meeting 1			
Complete October Quiz			
Attend November General Meeting			
Complete November Quiz			
Attend Mentorship meeting 2			
Complete December Quiz			
Attend December General meeting			
Complete January Quiz			
Attend Mentorship meeting 3			
Attend February General Meeting			
Attend Mentorship meeting 4			

Attend Year-end General meeting			