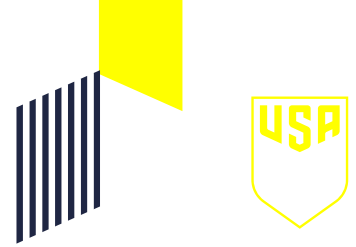


# PROFILE OF THE REFEREE MENTOR



## CONTEXT OF THE PERFORMANCE ENVIRONMENT

### THE REFEREE MENTOR:

- Mentors U.S. Soccer Grassroots Referees in youth and adult competitions
- Facilitates referee education sessions sponsored by the competition (youth/adult), State Referee Programs, and/or U.S. Soccer
- Collaborates with competition, State Referee Programs, and/or USSF in training Referee Mentors, new or experienced
- Engages Grassroots referees using an interactive and integrative dialogue to guide & support their development
- Engages with peers to reflect on own performance by offering and accepting feedback

## PURPOSE OF THE JOB

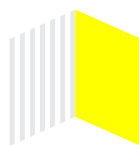
### THE REFEREE MENTOR:

- Contributes to the development of U.S. Soccer Grassroots Referees
- Inspires match officials to self-develop and to improve from game to game
- Facilitates a fair, fun, and safe environment conducive for learning where Grassroots Referees and Referee Mentors engage in training
- Facilitates understanding and application the Laws of the Game for Grassroots Referees and Referee Mentors
- Provides constructive feedback about performance of Grassroots Referees to create a positive learning experience

## RESPONSIBILITIES AND ROLES

### THE REFEREE MENTOR:

- Prepares prior to the game, offers feedback at half-time (where applicable), and mentors and reflects with the referee team after the game
- Takes notes during the game that highlight positive behavior by the referee team and notes the areas of improvement
- Guides the referee team in the reflection session after the game
- Takes ownership of self-development through on-line and field session opportunities offered by the competition, State Referee Programs, and/or U.S. Soccer
- Prepares prior to an education session to deliver the best experience for audience (Grassroots Referees and/or Referee Mentors)
- Reflects after each task to develop a plan for self-improvement





## LEADING FIELD SESSIONS

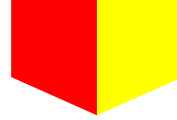
- Applies the P.E.A.C.E model to prepare for and engage with Grassroots Referees and/or Referee Mentors in field session activities
- Guides the decision-making process that match officials apply during the game
- Self-reflects and documents on his/her performance of this task

## LEADING VIDEO ANALYSIS SESSIONS

- Applies the P.E.A.C.E model to prepare for and engage with Grassroots Referees and/or Referee Mentors in video analysis sessions
- Understands the current Laws of the Game, considerations, and interpretations
- Guides the decision-making process that match officials apply during the game
- Self-reflects and documents on his/her performance of this task

## OBSERVING PERFORMANCE OF GRASSROOTS REFEREES

- Understands the game and performance environment
- Notes the challenges presented to individual match official members, identifies key match incidents, and facilitates discussion among the crew to reach learning outcomes
- Facilitates the post-game team reflection
- Connects with the referee team by clearly and confidently communicating recommendations/suggestions for match officials to improve during the second half of the game (where applicable)
- Understands the profiles of the match officials to enhance coaching the referee team to improve competencies in 'Officiating the Game' (a task of the referee) including:
  1. making decisions that impact the game
  2. understanding the game
  3. demonstrating physical aptitude
  4. communicating clearly and confidently
  5. leading the referee team
- Self-reflects and documents on his/her performance of this task



## The Referee Mentor is able to lead field sessions and is competent in...

### THE REFEREE MENTOR IS ABLE TO:

- Communicate with organizers to ensure that required personnel and equipment will be available
- Review the practical exercises prior to the field session
- Instruct other mentors on their role during each practical exercise
- Engage the audience with the description, objective, and desired outcome of each drill
- Use platform skills to guide and facilitate the engagement with the audience during each practical exercise
- Adjust the environment to benefit the field session exercises
- Teaches reality-based content consistent with the Laws of the Game and the local performing environment

### THE REFEREE MENTOR IS ABLE TO:

- Summarize decision-making process that helps to increase accuracy of decisions during the game
- Understand the decision-making process that match officials use during the game
- Understand that for each decision, the match official must
  1. move to an optimal position to see the player actions
  2. interpret the observed player/coach actions
  3. decide based on those actions
- Understand US Soccer's, FIFA's and IFAB's resources on topics including:
  - Continuing Education
  - Considerations
  - Laws of the Game and practical guidelines
- Connect specific topics with decision-making process during the game

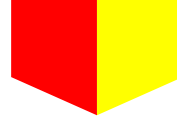
### OUTCOMES:

- Meaningful and useful practical exercises that help referees to refine their skills and increase confidence
- Exercises that allow referees to practice and prepare for game decisions
- Clear and confident performance of referees for each practical exercise
- Respectful and professional atmosphere
- Minimal distractions and/or interruptions
- Meaningful instant feedback highlighting and reinforcing positive items of the performance
- Reality-based, holistic experience for referees

### OUTCOMES:

- Review of best practices for incidents in the game to increase accuracy of decisions by referees
- Increased knowledge and understanding of decision-making process by referees
- Opportunity for learning and development of referees and Referee Mentors
- Increased understanding of the Laws of the Game and the Rules of Competition





### THE REFEREE MENTOR IS ABLE TO:

- Understand and summarize decision-making process that helps to increase accuracy of decision during the game
- Understand US Soccer's, FIFA's and IFAB's resources on topics including:
  - Continuing Education
  - FIFA Considerations
  - Laws of the Game and practical guidelines
- Connect the specific topics with decision-making process during the game

### OUTCOMES:

- Self-development
- Improved preparation for next field session
- Continuing education
- Refinements for next field session experience





## The Referee Mentor is able to lead video analysis sessions and is competent in...

### THE REFEREE MENTOR IS ABLE TO:

- Research the audience prior to the session
- Understand the methodology for FIFA Teaching Material presentation
- Review and practice with FIFA FUTURO or US Soccer video library material
- Engage the audience with decision, discussion, demonstrations, and considerations based on the video clip
- Use platform skills to guide and facilitate the engagement with the audience
- Adjust the environment to benefit the session
- Prepare content based on FUTURO teaching material and video library
- Relate content with audience experience

### THE REFEREE MENTOR IS ABLE TO:

- Remain a student of the game
- Understand the Laws of the Game, considerations, and interpretations
- Understand theoretical and practical concepts important for the Profile of the Grassroots Referee
- Interpret the Laws of the Game based on current considerations
- Clearly communicate applicable considerations and corresponding Laws of the Game for each video clip

### OUTCOMES:

- Increased understanding about the audience, their experience, and their previous match performance when available
- Clear and confident analysis of the content (video and key points)
- Respectful and professional atmosphere
- Minimal distractions and/or interruptions
- Meaningful discussion highlighting and reinforcing positive items of the performance
- Meaningful discussion identifying areas for improvement
- Active-learning environment not only lecture

### OUTCOMES:

- Effective resource for referees
- Offer current and correct information for development of referees
- Mentor referees to review appropriate material (Laws of the Game & considerations) to arrive to accurate interpretations & decisions
- Resource for continuing education - lifelong learning



#### THE REFEREE MENTOR IS ABLE TO:

- Understand and summarize decision-making process that helps to increase accuracy of decisions during the game
- Understand US Soccer's, FIFA's and IFAB's resources on topics including:
  - Continuing Education
  - FIFA Considerations
  - Laws of the Game and practical guidelines
- Connect the specific topics with decision-making process during the game

#### OUTCOMES:

- Review of best practices for incidents in the game to increase accuracy of decisions by referees
- Increased knowledge and understanding of decision-making process by referees
- Increased understanding of the Laws of the Game

#### THE REFEREE MENTOR IS ABLE TO:

- Recognize 'what worked well,' 'what didn't work,' and how to improve upon his/her own performance during the video analysis session
- Determine if the objectives/goals of the video analysis session were achieved
- Identify areas to build upon and improve the next video analysis session experience

#### OUTCOMES:

- Self-development
- Team reflection with peers
- Improved preparation for next video analysis session
- Continuing education - lifelong learning



## The Referee Mentor is able to observe the performance of referees and is competent in...

### THE REFEREE MENTOR IS ABLE TO:

- Recognize important game decisions
- Understand and interpret the Laws of the Game at the level of the competition
- Understand team tactics & style of play
- Understand the roles of coaches and team officials
- Recognize responsible and irresponsible behavior in the technical area

### OUTCOMES:

- Notes and highlights important incidents
- Positive points on the referee team performance
- Increased understanding of team tactics & style of play
- Advice on managing the technical area according to latest teaching material & best practices

### THE REFEREE MENTOR IS ABLE TO:

- Observe the match and view the entire referee team
- Time stamp during the game when the referee team demonstrates good decision making and areas for improvement
- Designate level of competitiveness for the game

### OUTCOMES:

- Observations from multiple positions around the field of play
- Feedback for each member of the referee team
- Positive points and areas for improvement to share with referees in the post-game reflection

### THE REFEREE MENTOR IS ABLE TO:

- Guide discussion to about positives observed during the game and areas for improvement
- Reinforce decision-making process that contributed to correct decisions in the game
- Offer options/solutions to address areas for improvement in the next game

### OUTCOMES:

- Trusting, learning environment
- Clear discussion and feedback
- Next steps to improve areas that will improve decision-making in future games



#### THE REFEREE MENTOR IS ABLE TO:

- Establish a positive relationship with match officials
- Understand the current practical guidelines for match officials training
- Derive appropriate solutions and options based on incidents in the game using current practical guidelines
- Clearly communicate each solution and option for referee and/or assistant referee
- Explain the rationale to support the solution or option

#### OUTCOMES:

- Trusting, learning environment
- Clear discussion and written feedback regarding Key Match Incidents
- Reinforcement of positive behavior that leads to accurate decisions
- Next steps to improve areas that will improve decision making in future games

#### THE REFEREE MENTOR IS ABLE TO:

- Understand the current Profile of the Grassroots Referee
- Understand the task of the referee: Officiating the Game
- Clearly and confidently describe coaching points to help referees improve for their next game
- Clearly explain the decision-making process in the context of each game

#### OUTCOMES:

- Referees inspired to develop and refine competencies to maintain or enhance the corresponding profile tasks and competencies
- Action plan and strategy to apply refined skill in their next game
- Increased understanding of decision-making process that involves position and movement, communication, and player management by referees

#### THE REFEREE MENTOR IS ABLE TO:

- Recognize what worked well, what didn't work, and how to improve upon his/her own performance
- Determine if the objectives/goals of the evaluation were achieved
- Identify areas to build upon and improve the experience

#### OUTCOMES:

- Self-development
- Team reflection with peers
- Improved preparation for next observation
- Continuing education - lifelong learning