

## Evaluation of EBASOA Officials

### **Evaluation Jackets:**

The Evaluation Committee shall maintain an “Evaluation Jacket” for each varsity official. The Evaluation Jacket will have individual folders for each season the official is active. Each folder shall include the following information:

- The results of the official’s rules examination;
- The results of the Evaluation Protocol, if applicable
- Subject to review by the Executive Committee, any comments received through EBASOA’s web-based comment form that specifically address the official; and
- .Any other information relating to the performance of the official that the Evaluation Committee and/or the Executive Board deems appropriate.

### **The Evaluation Protocol:**

- The Evaluation Committee shall select a group of officials (approximately one-third of the active varsity officials) for evaluation each season. The goal shall be to evaluate each official once every three years.
- Each official selected for evaluation shall provide the Evaluation Committee the dates, times and places of five (5) games the official believes will provide a sufficient display of the official’s knowledge and skills along with the names of the official’s partners for the games.
- The Evaluation Committee shall solicit information from the coaches of at least three of the games provided by the official using a web-based questionnaire developed by the Evaluation Committee. The areas of inquiry for the coaches shall be limited as follows:
  - Consistency of calls (both individually and with respect to the official’s partner(s));
  - Professionalism, including, but is not limited to, manner of dress, timeliness and general demeanor when attending to officiating duties;
  - Game control; and
  - Manner in which the official relates to the players.

- The Evaluation Committee shall solicit information from the official’s partner from three of the games provided by the official using a questionnaire developed by the Evaluation Committee. The areas of inquiry for the official’s partners shall be limited as follows:
  - Timeliness;
  - Effectiveness of pre-game discussions;
  - Manner of dress;
  - Consistency of calls;
  - Adherence to accepted procedures;
  - Knowledge of rules; and
  - Ability to control the game.
  
- The Evaluation Committee shall arrange for an on-field evaluation of the official during one of the games provided by the official. The evaluation shall be performed by an individual selected by the Evaluation Committee. In selecting an evaluator, the Evaluation Committee shall consider the official’s experience, known skill level and evaluation history. The individual conducting the evaluation shall report the result of the evaluation to the Evaluation Committee using a form developed by the Evaluation Committee. The report of the on-field evaluation must address at least the following:
  - Observation and evaluation the official’s pre-game activities;
  - Observation and evaluation the official’s game control, knowledge of the rules, application of accepted procedures, cooperation with other officials, consistency and general on-field “presence”; and
  - Observation and evaluation the official’s post-game activities.

**Additional Information:**

- The primary purpose of the evaluation process is to provide the information necessary to improve the performance of all of all officials that belong to EBASOA.
- The results of the evaluation process shall be considered by the Executive Committee when compiling the list of suggested officials for the state tournament.
- Cooperation during the evaluation process is required. The failure of an official to cooperate with the Evaluation Committee shall be grounds for discipline. Such discipline can include, but not necessarily be limited to, disqualification from post-season activities.

- Although the goal of the evaluation process is to evaluate each varsity official at least once every three years, the Evaluation Committee and/or the Executive Board may refer an official for some or all of the evaluation process regardless of when the official was last evaluated.
- The Evaluation Committee, in cooperation with the individual conducting a given on-field evaluation, may modify the evaluation protocol to take into account known or suspected issues with an official.
- The Executive Board has created the position of “Evaluation Chair.” The Evaluation Committee shall be comprised of the Evaluation Chair, the Area Chairs and such additional members, selected from the membership of EBASOA, as the Evaluation Chair deems appropriate to conduct the anticipated evaluations. Members of the Evaluation Committee must be approved by the Executive Board.