

Profile of the Referee Mentor

General information of the job of a Referee Mentor

Context of the performance environment
The Referee Mentor: <ul style="list-style-type: none">- 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: <ul style="list-style-type: none">- 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: <ul style="list-style-type: none">- 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

Tasks and processes of the Referee Mentor

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, and 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 ...

Applying the P.E.A.C.E model to engage match officials and referee mentors/coaches	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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

Guiding the decision-making process that enhances accuracy of on field decisions	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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, and 3) decide based on those actions - Understand US Soccer’s, FIFA’s and IFAB’s resources on topics including: <ul style="list-style-type: none"> • Continuing Education • Considerations • Laws of the Game and practical guidelines - Connect specific topics with decision-making process during the game 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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

Self-reflecting and documenting on his/her performance of this task	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - Recognize ‘what worked well,’ ‘what didn’t work,’ and how to improve upon his/her own performance during the field session - Determine if the objectives/goals of the field session and each of the practical exercises were achieved - Identify areas to build upon to improve the next on-field experience 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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 ...

Applying the P.E.A.C.E model during video analysis sessions	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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

Understanding the current Laws of the Game, considerations, and interpretations	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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

<p>- Clearly communicate applicable considerations and corresponding Laws of the Game for each video clip</p>	
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Guiding the decision-making process that the referees apply during the game

<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> • Continuing Education • FIFA Considerations • Laws of the Game and practical guidelines - Connect the specific topics with decision-making process during the game 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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
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Self-reflecting and documenting on his/her performance of this task

<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - Self-development - Team reflection with peers - Improved preparation for next video analysis session - Continuing education - lifelong learning
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The Referee Mentor is able to observe the performance of referees and is competent in ...

Understanding the game and performance environment

<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - Notes and highlights important incidents - Positive points on the referee team performance - Increased understanding of team tactics & style of play
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- Recognize responsible and irresponsible behavior in the technical area	- Advice on managing the technical area according to latest teaching material & best practices
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Noting the challenges faced by referees during the game

<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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
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Guiding and facilitating the post-game reflection with the referee team

<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - Trusting, learning environment - Clear discussion and feedback - Next steps to improve areas that will improve decision-making in future games
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Connecting with match officials by clearly communicating recommendations and solutions for improvement

<p>The Referee Coach is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - 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
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Understanding the Profile of the Grassroots Referee	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - Understand the current Profile of the Grassroots Referee - Understand the <i>task of the referee</i>: 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - Referees inspired to develop and refine competencies to maintain or enhance the corresponding profile <i>tasks</i> and <i>competencies</i> - 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

Self-reflecting and documenting on his/her performance of the task	
<p>The Referee Mentor is able to:</p> <ul style="list-style-type: none"> - 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 	<p>Outcomes:</p> <ul style="list-style-type: none"> - Self-development - Team reflection with peers - Improved preparation for next observation - Continuing education - lifelong learning