



PROFILE OF THE REFEREE MENTOR



GENERAL INFORMATION OF THE JOB OF A 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

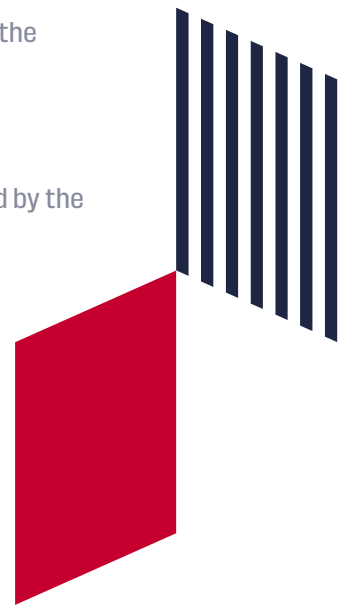
THE REFEREE MENTOR:

- 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





TASK 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
 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

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

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

GUIDING THE DECISION-MAKING PROCESS THAT ENHANCES ACCURACY OF ON FIELD DECISIONS

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:

- 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

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...

APPLYING THE P.E.A.C.E MODEL DURING VIDEO ANALYSIS SESSIONS

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

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

UNDERSTANDING THE CURRENT LAWS OF THE GAME, CONSIDERATIONS, AND INTERPRETATIONS

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:

- 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



GUIDING THE DECISION-MAKING PROCESS THAT THE REFEREES APPLY DURING THE GAME

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

SELF-REFLECTING AND DOCUMENTING ON HIS/HER PERFORMANCE OF THIS TASK

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...

UNDERSTANDING THE GAME AND PERFORMANCE ENVIRONMENT

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

NOTING THE CHALLENGES FACED BY REFEREES DURING THE GAME

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

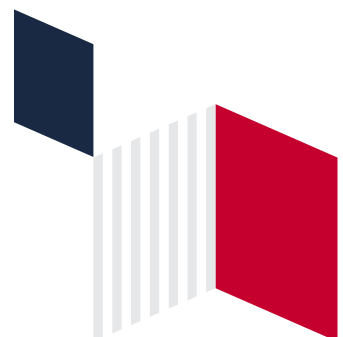
GUIDING AND FACILITATING THE POST-GAME REFLECTION WITH THE REFEREE TEAM

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





CONNECTING WITH MATCH OFFICIALS BY CLEARLY COMMUNICATING RECOMMENDATIONS AND SOLUTIONS FOR IMPROVEMENT

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

UNDERSTANDING THE PROFILE OF THE GRASSROOTS REFEREE

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

SELF-REFLECTING AND DOCUMENTING ON HIS/HER PERFORMANCE OF THE TASK

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

