

## **4 Year Officials Plan for Recruitment, Training and Professional Development of Ontario Officials**

### **Resources**

Video – Ron O’Brian tape Diving My Way available to all but mainly for new Level 1 judges  
Video- National videos of World Championship and Olympic diving  
Video- National videos of Officials symposiums  
Coaching technical manuals

### ***Year 1***

#### **Recognition:**

Email thank you to all participating judges by the meet referee after each meet.

Thank you letter mailed to all participating officials at the end of the season by the official’s chair.

All registered officials will be listed on our web site along with their picture and level. All future advancements will be noted on our website.

There will be a certificate issued for each level achieved.

A gift will be awarded for years of service in increments of 5 years.

A Dive Ontario official’s shirt and pin will be issued to each Provincial level 11 official on achieving this level and a new shirt every two years hence as long as they are still active in the province. ( judging 3 meets or more in the previous year)

#### **Clinics**

3 level 1 clinics – 1 Ottawa  
                                  1 Kitchener  
                                  1 Thunder Bay

#### **Recruit and start training 1 new course conductor level 1**

Criteria – must be a registered official  
- attendance at the provincial level 11 clinic  
- 2 years judging in the province judging at no less than 3 meets each year as a fully certified Provincial level 11 official  
- willingness to be meet ref. at one meet each year

- attendance at and help with the level 1 clinic.

**Ongoing, constant recruitment** of alumni coaches and divers into the officials program by the board, coaches, and all existing officials.

## **Support**

\$50 per day honoraria to the tier 11 meet referees. A travel subsidy and accommodation for out of town meets if there is not a meet referee available in the area.

Babysitting subsidy for any judges who must pay a sitter in order to judge

Travel and accommodation for 6 officials to Tier one provincials. ( \$1000 must be set aside each year in a contingency fund for the fourth year that they are held in Thunderbay)

Honoraria, travel and accommodation costs for the meet referee for the qualifying meets are paid by the national office.

Travel subsidy for officials to the out of town meets when needed.  
Criteria: according to the policy and procedures for officials

## **Professional development.**

### **Mentoring**

On deck training at the home club with coaches

Practice judging at the home club practices and in-club diving meets

Shadow judging at meets along with participation in the discussions after each event.

Meet referee is to mentor all new judges and make sure the event referee runs the event discussions.

Training during some events with the judges who are on break: judging each dive and discussion on each with a senior judge (level 11 and up at tier 11 and age group and up at tier 1) or a senior coach.

Officials Chair Person or designate is available at all provincial meets as resource

for concerns, information and communication. The chair person is also a resource by email and phone.

### **Out of Province Judging Experience**

For two Level 11 officials to judge at a Group 1 Qualifying meet in another province.

**International judging experience** for two national officials (not international) if the opportunity arises. Ex. CAMO Invitational  
US Canada Challenge

## ***Year 2***

**Recognition:** Continue as in year one.

Provincial official – named on web site

- volunteer pin

- funded to the provincial camp

- criteria – whoever judged at the most meets and the most days in the province at all levels in the previous year.

**Clinics** - 1 level 1 clinic (more if requested)  
1 level 11 clinic

### **Recruit and train 1 course conductor ( level 11)**

Criteria:

- age group national or up to conduct level 11 clinic

- attendance and help with one level 11 clinic

- judging no less than 3 meets each year

- willingness to be meet ref. at one meet each year

### **Age Group apprentice:**

Send one if out of province and two if in province as long as there are those qualified to go.

### **Support**

Continue as in year one.

Provide travel cost and accommodation for out of town officials when needed if the funding is available in the officials budget.

### **Professional Development**

Continue as in year one and take advantage of any other opportunities such as Provincial coaching camps and technical coaching courses. Fund as many qualified officials as the official's budget will allow.

### ***Year 3***

**Recognition:** Continue as in year one and two

**Clinics** – 3 level 1 clinics

**Age Group Apprentice** : send one if out of province and two if in province if there are judges qualified to go.

#### **Support**

Increase meet referee honoraria to tier 11 meets to 75 per day.  
Provide travel and accommodation subsidy for out of town meets for officials if needed as well as a per diem for meals if the funding is available in the official's budget.

#### **Professional Development**

Continue as in year one and two.

### **Year 4**

**Clinics** – 1 level 1 clinic (more if requested)  
- 1 level 11 clinic

**Age Group apprentice** –send one of out of province and two if in province if we do not have 4 by this time.

#### **Support**

Provide travel and accommodation subsidy for out of town meets for officials if needed as well as a per diem for meals if there is funding available in the officials budget.

#### **Recognition**

Continue as in year one and two.

#### **Professional Development**

Continue as in year one and two.

### ***Goals of the 4 year Plan***

Level 1 officials – 3 in Thunderbay  
- 5 in Ottawa  
- 10 in Toronto and surrounding area

Level 11 officials – 2 in Thunderbay  
- 5 in Ottawa  
- 10 in Toronto and surrounding area

Age Group – 4 Age Group National Officials in Ontario

### ***Retention Plan***

Provide funded professional development opportunities as in the 4 year plan.

Have one provincial officials dinner at one of the provincial meets where all provincial officials are invited each year.

Once there is funding for accommodation the meet referee should organize an Official's dinner at each out of town meet.

Recognition and Support each year as set out in the four year plan.

Mentoring program as set out in the four year plan.

