



**UMPIRE
DEVELOPMENT
POLICY**

TANGO NETBALL CLUB UMPIRE DEVELOPMENT POLICY

POLICY

Umpire development shall be undertaken as a priority at the TNC having regard to development opportunities for all umpires; the identification of talented umpires for specialised development; providing pathways to elite levels of netball; encouraging umpire participation in selection processes for representative teams outside of the club and supporting Netball SA policy concerning umpire development.

UMPIRE DEVELOPMENT GOALS

- Provide minimum badging status for all umpires at the club.
- Define structure and roles relating to umpire development.
- Define guidelines for umpire induction and training.
- Provide mentoring and continual improvement strategies for umpiring.
- Provide match day support and equipment for umpires
- Define evaluation and feedback processes for umpires.
- Define standards for umpires performance and selection.
- Consider club incentives for umpire participation.

RATIONALE

The success of personnel development planning at the TNC including plans for the development of athletes and coaches is dependent on complementary structures for developing the skills and qualifications of umpires, who provide import support for coaches and athletes development. Umpires shall be supported in their development through training, mentoring, assessment and accreditation to assist their role and the achievement of personal goals regarding umpiring. It is realised that individuals may vary in regard to the goals they set for umpiring, however, support will be provided to encourage umpires to improve their skills and qualifications for their benefit and benefits to within generally.

EVALUATION PROTOCOLS

Evaluation of umpires shall be competency based in accordance with defined standards for umpire performance agreed in consultation between relevant personnel inside and outside of the club. Coaches shall be given clear guidelines for performance that complement Netball SA and club requirements for umpire development.

UMPIRE DEVELOPMENT ROLES

The development of coaches shall be undertaken as part of a strategic framework for personnel development that is facilitated by the TNC President who has responsibility for overseeing all personnel development programs at the club on behalf of the Management Committee. The following responsibilities relate to coach development within the context of the overall strategic framework:

Umpiring Director

1. Manage selection processes for umpires to meet club requirements concerning numbers of qualified umpires.
2. Document plans to guide the skill development of umpires for approval by the Management Committee.
3. Facilitate the skill development of umpires through regular training, seminars or practice sessions designed to improve umpire performance.
4. Provide feedback to umpires about performance in accordance with evaluation protocols approved by the Management Committee.
5. Facilitate the progression of umpires through various grading levels in accordance with relevant netball association and club requirements for the accreditation of umpires.
6. Support umpire skill development through the supply of umpires for premier league or other team practice sessions within the Club, as required.
7. Liaise with personnel inside and outside the club concerning umpire performance and skill development.
8. Report to Management Committee as required.

Umpiring Coordinator

1. Assist the selection of umpires to meet club requirements concerning numbers of qualified umpires in consultation with the Umpiring Director.
2. Manage rosters to meet competition and training requirements for umpires.
3. Manage administration requirements to ensure umpires have the information equipment and the support needed to carry out their role.
4. Facilitate financial payments to umpires to ensure consistency of payments in accordance with competition and club budget requirements.
5. Attend umpires meetings conducted by Netball SA and other relevant netball associations and feedback information to the Management Committee and Umpiring Director as required.
6. Liaise with personnel inside and outside the club concerning umpire rosters and performance.
7. Report to the Umpiring Director and Management Committee as required.

Match Committee

1. Facilitate umpire development through assistance to the Umpiring Director and Umpiring Coordinator as required.
2. Facilitate the training and development of umpires through feedback to the Umpiring Director about umpire performance.

3. Manage mentoring and support processes for umpiring in liaison with the Umpiring Director.

Coordinators

1. Consider match day performance for umpires and provide feedback to the Match Committee where necessary.
2. Facilitate mentoring of umpires and provide support to umpires as required.
3. Assist umpires in meeting their match day responsibilities through liaison as required.
4. Assist umpire training and accreditation goals through positive feedback about match day performance where relevant.

Coaches

1. Provide feedback to Age Group Coordinators about umpires performance where considered necessary.
2. Participate in accreditation training for umpires in accordance with club requirements.
3. Liaise with relevant club personnel concerning welfare or other issues affecting umpires participation or performance.
4. Facilitate awareness among players and families about umpire requirements through positive reinforcement of umpire responsibilities and performance.

CONCLUSION

This plan is part of a broader framework at the club that includes coaches, players and umpires in an integrated approach to personnel development. The purpose is to build on past success by implementing a personnel development framework that helps sustain the club's position in the SPNC.

The success of this plan is dependent on the united efforts of all persons involved in the personnel development processes having regard to personal interest and club goals for strategic development. The aim is to adopt a 'bias for yes' through positive decision making and problem solving in accordance with defined strategies and structures for personnel development.

Umpires fulfill an important role in the personnel development process due to their influence at the front line of the club where competition and player development are crucial to future success. Therefore, it is vital a positive approach to umpire development is adopted to ensure club goals are met.