

# ATTACHMENT 'C'



## Men's National Technical Committee Officiating Policy

## Training, Testing & Assessment Standards

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## AUTHORITY

This Referee Accreditation Standard has been developed as an attachment to the Men's National Technical Committee Officiating Policy to provide officiating training, testing and assessment standards for all trial, interclub, premierships, championship, tournament and international lacrosse matches as arranged or sanctioned by the LA in accordance with:

- Lacrosse Australia Constitution and Rules
- Australian Sports Commission Officiating General Principles

This document replaces all previous versions of the Men's National Technical Committee training, testing and assessment standard.

Dated this 10 day of November 2017

Mark Polden

LA Director, Officiating

Recent Revision History		
Version	Revision Description	Date
Version 0.1	First draft for consultation	Nov 2013
Version 0.2	Final draft for ALA approval	Feb 2014
Version 1.0	First version approved by ALA	May 2014
Version 1.1	Review and minor update	Nov 2017
Distribution List:		
Lacrosse Australia website – <i>Men - refereeing</i> page.		
Men' National Technical Committee members		
Australian Lacrosse Referees Association		

## DOCUMENT REVIEW ARRANGEMENTS

This document shall be maintained and reviewed annually by the Men's National Technical Committee.

The Referee in Chief, Australia is responsible for managing the updating of this document, in consultation with Men's National Technical Committee members, using the template approved by the Lacrosse Australia.

Proposed changes to this document should be forwarded to:

Lacrosse Australia at  
[officiating@lacrosse.com.au](mailto:officiating@lacrosse.com.au)

Or

At [www.lacrosse.com.au](http://www.lacrosse.com.au)

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## Men's National Technical Committee

### ATTACHMENT 'C'

#### TRAINING, TESTING & ASSESSMENT STANDARDS

## **1 INTRODUCTION**

This Standard is an attachment to the Lacrosse Australia (LA) Men's National Technical Committee (MNTC) Officiating Policy. It is part of a formal officiating policy structure which includes standards for the training, assessment and selection of Australian lacrosse officials (referees, assessors and other officials).

## **2 AIM**

To provide training, testing & assessment standards for all men's lacrosse officials in accordance with the requirements of the LA Officiating Policy.

## **3 APPLICATION**

The primary application of this standard is the provision of training, testing and assessment programs that will produce competent officials (referees, assessors and other officials) for all levels of officiating required by the MNTC Officiating Policy.

These programs will include general officiating principles, rules and interpretations, reporting, techniques and technical skills, practical officiating experience and consistent methodologies for the management and conduct of championship, tournament or competition officiating panels as arranged or sanctioned by the LA.

Where practicable, this standard complies with the Australian Sports Commission (ASC) Officiating General Principles for competency based training programs and Federation of International Lacrosse (FIL) best practice policy and protocols developed for international events.

This Standard must be read in conjunction with the MNTC Officiating Policy and other related MNTC officiating standards.

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### 3.1 KEY PRINCIPLES

The training, testing and assessment processes for officiating are designed to contribute to LA's commitment to quality officiating in accordance with the Officiating General Principles of the ASC. The processes described in the policy are applied, where practicable, in accordance with the following key principles.

#### 3.1.1 Competency Based Training

The MNTC is committed to the development of effective competency based training programs for all officials including:

- Referees
- Assessors
- Trainers/Presenters
- Mentors

#### 3.1.2 Disability Access

Where a lacrosse program is developed for athletes with a disability, a disability awareness session from a suitable provider must be undertaken by all officials involved in that competition.

#### 3.1.3 Recognition of Prior Learning or Current Competence

In accordance with ASC Officiating General Principles there will be no honorary accreditations. All officials must satisfy the competencies of each particular level of accreditation within the MNTC Officiating Policy and Standards.

Officials who have undertaken other coaching/officiating accreditation programs may make application for Recognition of Prior Learning or Current Competence (RPL/RCC) to the relevant Chief Referee of the relevant jurisdiction for an assessment of the stated learning outcomes and performance criteria relative to the MNTC requirements.

The applicant must provide evidence to show they are already competent in all or part of the accreditation program and provide evidence that the work has been completed within the last four years. Evidence can be provided from a variety of sources such as:

- Education and training (school or employment)
- Coaching/Officiating related experience
- Life experiences (employment or voluntary)
- Other relevant sources of competency.



The Chief Referee will assess the evidence provided by the applicant by examination of documents, interviews and/or practical assessments of the applicant's competencies. On completion of the assessment the Chief Referee's recommendation must be approved by the MNTC to ensure that:

- Procedures are fair and equitable
- Measures are valid and reliable.

RPL/RCC approval for all or part of the accreditation program is a one-off assessment of competency. The applicant granted RPL/RCC status must then complete any remaining parts and/or maintain the approved level of accreditation in accordance with this standard and the relevant accreditation standard (refer to Attachments 'A' & 'B').

### **3.1.4 Updating Policy**

All MNTC officiating accreditation levels require annual assessment (e.g. written examinations, fitness and field assessments) in accordance with the requirements of this standard to maintain currency (see paragraph 7 below).

Officials who take a break from participating in men's lacrosse officiating will be required to undertake re-assessment as follows:

- Less than 4 year break – successfully undertake annual assessment program (approved by the Chief Referee of the relevant jurisdiction)
- 4 year break or more – successfully undertake annual assessment program and any further competency training as determined by the MNTC. The returning official will not receive an accreditation level higher than Level 2 without a supporting assessment of RPL/RCC to support a higher level (recommended by the Chief Referee of the relevant jurisdiction and approved by the MNTC).

## **4 AUTHORITY**

The LA Referee in Chief (LA RIC), with the support of the MNTC, is responsible for determining the training, testing and assessment requirements of Australian officials in accordance with this policy framework.

## **5 COMPETENCIES**

The MNTC is responsible for the development, review and maintenance of core competency statements that support the MNTC levels of accreditation for referees and assessors.

Curriculum documents will be developed in accordance with the career development charts below and attached as Appendices to this Standard as they are developed and approved.

The Referee career skill development chart reflects the components of the eligibility criteria of the Referee Accreditation Standard (refer to Attachment 'A').

Lacrosse Referee career skill development			
Level 1	Level 2	Level 3	Level 4
Progressive skill development			Senior World Championships; all roles
		Head Referee domestic finals and age tournaments/championships; all roles at National Senior Championships, International Tournaments/U19 Worlds; extended responsibility for training Level 1&2	
	Head Referee Domestic competitions; participation in age group tournaments/championships; CBO roles; finals on assessed merit		
Referee Junior and Senior Domestic competitions; onfield supported by senior referees and assessors; limited Head Referee appointments			

The Assessor career skill development chart reflects the components of the eligibility criteria of the Assessor Accreditation Standard (refer to Attachment 'B') with additional competencies for the roles played by Chief Referees and the LA Referee in Chief.

Lacrosse Assessor career skill development					
Level 1	Level 2	Level 3	Level 4	Chief Referee	Referee in Chief
Progressive skill development					Referee in Chief World Championships
				Referee in Chief National Championships/International Tournaments	
			Assessor World Championships, Referee in Chief age group tournaments/championships		
		Assessor National Senior Championships; International Tournaments/U19 Worlds			
Assessor National competitions at age group tournaments/championships					
Assessor Junior and Senior Domestic competition referees; participation 'junior' age group tournaments					

## 6 TRAINING

The MNTC is responsible for the design, development, review and maintenance of training programs and resources that support the MNTC levels of accreditation for referees and assessors (refer to Attachments 'A' & 'B').

The Chief Referees of each jurisdiction are responsible for ensuring the training programs for officials in their domestic competitions are delivered in accordance with MNTC requirements such as:

- Using MNTC resources e.g. presentation kits, examination papers etc. (when available)
- Providing flexible delivery methods e.g. face to face, on-line or correspondence
- Using Australian Sports Commission general principles modules
- Using Australian Sports Anti-Doping Authority eLearning resources.

## 7 ACCREDITATION AND SELECTION TESTING

The Chief Referees of each jurisdiction are responsible for ensuring all participants in their competition have undertaken their accreditation testing requirements, where practicable, at least 2 weeks prior to the commencement of the competition. Where that is impracticable, testing must be completed within 2 weeks of the season commencing. Failure to do so will render the official ineligible to participate until the testing is satisfactorily completed.

The Referee in Chief of any LA sanctioned event must ensure that all officials complete all accreditation and testing requirements, local or international, prior to their participation in any national or international event.

Annual pre-season (or event) testing requirements to be completed by all relevant officials will include the following:

- Basic training
- Accreditation courses and examinations
- Additional training as required for individual functions, roles or positions

Additional testing requirements may include the following:

- Fitness training
- Participation with representative teams when practicable
- Event specific fitness and rules testing (e.g. FIL fitness protocol)
- Delivery of training to members added to the list in ad hoc amendments / updates.

## 7.1 ACCREDITATION EXAMINATIONS

Accreditation examinations of rule knowledge must be approved prior to delivery to ensure they meet the competencies of the officials being tested.

Where practicable, all officials will undertake these examinations using the LA approved on-line national official's accreditation testing tool.

The MNTC is responsible for ensuring these examinations are updated annually, approved and available to Australian men's lacrosse officials by the end of February each year in accordance with the following key responsibilities.

### 7.1.1 On-Line Testing

The LA Director, Officiating is the 'Account Owner' of the testing tool.

The LA RIC is responsible for:

- Maintaining a Data Management Plan (refer to Appendix 'C1') setting out the methodology / structure for allocating system roles and responsibilities to set up and manage the ongoing use of the testing tool.
- Selecting System Administrators to manage users and content for tests
- Approving the release of all examinations on the system
  - National Accreditation Levels 1-4
  - Local modified junior rule examinations (when approved by the relevant Chief Referee for that competition)

### 7.1.2 Written Tests

Written tests or examinations of rule knowledge may be used for a special purpose (non-accreditation) or, if access to the on-line testing tool is not available. These must be approved prior to delivery as follows:

- Accreditation Levels 1 & 2 (or modified junior rules) – by the relevant Chief Referee for that competition
- Accreditation Levels 3 & 4 - by the LA Referee in Chief.

## 8 MANAGING OFFICIATING PANELS

The principle resource for the management of officiating panels in a competition or event is the referee assessors. They undertake a number of roles that are critical to the development of lacrosse officials at all levels in Australia such as:

- Developing, delivering and reviewing training programs
- Coaching and mentoring activities prior to, during and after events

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- Supporting consistency in a competition or tournament / championship setting
  - Providing some metrics (e.g. quantifiable statistics or data) for the allocation of officials to game assignments
  - Objectively marking on-field performance for qualification and certification

To support these roles assessors, require:

- Questioning and listening skills
- Feedback and communication skills
- Current practical and technical skills and knowledge of the rules and the mechanics of applying them
- The ability to share knowledge and practical wisdom to individuals and groups in a positive way.

## 8.1 FIELD ASSESSMENT TOOLS

In accordance with the MNTC Officiating Policy all lacrosse matches will be managed by officials using the officiating procedures and techniques of the relevant FIL Referees Manual.

All field assessments conducted in Australia will be conducted, where practicable, using the tools and procedures of the relevant FIL Assessors Manual to assess the official's performance and provide feedback and scores for rankings.

## 8.2 EVENT REFEREE IN CHIEF ROLE

The role of an event Referee in Chief (RIC) during the conduct of an event is to:

- Ensure consistency in the application of the evaluation processes of the FIL assessment process (by watching & listening but not contributing to assessments)
- Ensure consistency and appropriateness in the facilitation of post-game reviews (by watching & listening but not participating in the discussions)
- Coach the assessor(s) throughout the event on their performance in the evaluation and post-game review processes (privately or as group if comments are applicable to all)
- Be responsible for the rankings and finals allocations of officials within that competition, in accordance with this policy.:

Note: In domestic competitions the Chief Referee of that jurisdiction may engage in the assessment of referees but is still responsible for rankings and finals allocations within that competition in accordance with this policy.

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### 8.3 ALLOCATIONS FOR POOL PLAY

The appointed event RIC is responsible for the allocation of referees and assessors at an event using the FIL electronic allocations program (a template approved by the MNTC may be used if the FIL program is not available).

The allocation of referees will address the following factors:

- Neutrality for the officials in each game (where required by rules or competition guidelines) which may include any of the following:
  - Overall game crew
  - Head Referee
  - Chief Bench Official
- Varying the crews for each game throughout the event to ensure officials are exposed to a wide variety of their peers (particularly trying to achieve a mixture of state representation in each crew)
- Providing each official with an equitable share of the different crew roles i.e. Head Referee, R1 & R2 and CBO (where practicable)
- Supporting inexperienced officials (which may include limiting them to tournament games and or the use of experienced leaders or mentors)
- Previously demonstrated experience as a leader or mentor
- Managing allocations and the impact on an officials overall ranking points for the NGS when an injury occurs.

The allocation of assessors will address the following factors:

- Neutrality (where practicable)
- Providing referees with a variety of feedback from as many different assessors as possible
- Using particular assessor strengths for individual problems / issues.

### 8.4 ALLOCATIONS FOR FINALS

The appointed event RIC is also responsible for the allocation of referees and assessors to all games played on the final day of an event.

Referees will be allocated by their ranking in the competition or tournament / championship (in accordance with LA By-Laws for National Championships and Tournaments, Item 5.4.1 Officials for Finals).

Event rankings will be calculated using the assessment tool scores compiled on a template provided by the LA Referee in Chief. The resulting rankings will be applied to the finals matches as follows:

- Referees ranked 1-3 running in the grand final
- Referee ranked 4 will be CBO in the grand final (Referee 5 will be the Bench Manager if required)

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The remaining allocations continue in the same manner e.g.:

- Referees ranked 5-7 run
- Referee ranked 8 will be the CBO etc.

There will be no subjectivity in the allocations unless the Referee in Chief has agreement from the assessment panel to adjust the allocations to deal with any of the following:

- Known injury issue
- Significant issues as a CBO (based on prior performance or potential conflict)
- No neutral member in the crew
- Neutrality only observed if the tournament rules specifically require it
- If referees 'running' scores are equal – the best CBO score will take CBO role

Assessors will be allocated by the appointed event RIC to all games on the final day of an event (including the grand final) so that the evaluation of games and facilitation of post-game debriefs is continued.

All assessment scores recorded on the final day will be added to the pool play rankings to determine the overall 'event' rankings for inclusion in the National Grading System.

#### **8.4.1 Managing 'Variant' Assessment Scores**

The appointed Referee in Chief must monitor the raw scores from assessors during the progress of the event to promptly identify scores that are wildly erratic or significantly inconsistent to those given by others.

When such erratic or inconsistent assessments are identified during an event the Referee in Chief must take action as soon as practicable to clarify the reasons for the variation and if necessary correct the assessor and/or adjust the assessment and subsequent score(s).

To reduce the impact of any assessment scores that vary significantly from the norm, these erratic or inconsistent scores can be 'smoothed' by:

- Averaging scores for each of the assessors (up to that point)
- Working out the standard deviation
- Applying that standard deviation to the variant scores to obtain a 'smoothed' score for the final rankings.

The event RIC Report must include a summary of issues and actions taken whenever action is taken regarding 'variant' assessment scores to support the preparation of future training for individuals or groups.

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**8.5 ASSESSMENT AND RANKING OF ASSESSORS** Chief Referees of domestic competitions and event RIC's are required to rank the participating assessors at the end of the competition or event and provide the rankings to the LA RIC for inclusion in the National Grading System (refer to Attachment 'E')

The Chief Referee will ensure each of the assessors is graded using a template provided by the LA RIC in two ways:

- Personally completing a grading for each assessor
- Providing the template to the participating referees for feedback.

The result of the participating feedback is then collated and combined with the Chief Referee grading's to provide the final rankings.

The LA RIC will provide a template (to be attached to this Standard as an Appendix) using criteria that assess how an assessor has demonstrated:

- Application to task
- Rule & manual knowledge
- Awareness of the requirements of the particular competition/event
- Correct management of the assessment processes
- Communications with peers and officials
- Official's confidence in the assessments they received

## **9 ADMINISTRATION**

The appointed event Referee in Chief is responsible for submitting a report on the conduct of the event to the MNTC as soon as practicable after the conclusion of the event in accordance with the provisions of the MNTC Officiating Policy, paragraph 8.1—Performance Review.

The report, on a template provided by the LA RIC, must address the following subjects:

- Event Background
- Summary of issues
- Rankings of assessors and referees for incorporation into the National Grading System (refer to Attachment 'E')
- Finals appointments
- Recommendations to LA or MNTC

The event Referee in Chief must also ensure that the records of all selection processes, assessment processes and appointments are compiled and archived appropriately to support future selection processes and to inform any grievance procedure.



Any official may lodge a grievance against a failure to comply with the procedures of this standard to the LA Director, Officiating, in accordance with the provisions of the MNTC Officiating Policy, paragraph 6–Grievance Procedures.

The MNTC will conduct performance reviews and complete an update this Standard by 1 October every two years in accordance with the requirements of the MNTC Officiating Policy.

## **10 ATTACHMENTS**

The following attachments must be read in conjunction with this policy and are available from the officiating pages of the LA website and members of the MNTC.

ATTACHMENT 'C1'          ClassMarker Data Management Plan  
Version 1.0 approved by the LA Director, Officiating in February 2017.