



## REFEREE DEVELOPMENT

Just as the player is central to the ethos and implementation of the Technical Development Plan, so we have made the Referee the focal point of the Referee Development Plan. This is an area of the game which, though one of the most important aspects, is generally overlooked. Without a referee there would be no game.

### **Mission Statement:**

**South Simcoe United FC's mandate is to Educate, Develop and Mentor all Club Referees, but also more importantly to achieve a higher retention rate of Referees in order for Referees to engage in and promote the beautiful game of soccer.**

The Referee Development Plan is a vehicle through which an agreed, effective and integrated Refereeing Recruitment, Training and Development framework will be achieved.

In the soccer community we have seen many referees of all ages give up this beautiful game for a variety of reasons, but in the end, the result is still the same. They leave and the game is feeling this loss more acutely each year.

South Simcoe United FC will be offering, an annual referee course to new and existing referees. The referees will be trained in the general principles of how to call the game. They will be given proper instructions, uniform standards and guidance in order to execute their role as referee. But South Simcoe United FC will not stop there. South Simcoe United FC will follow up with the district training course as well as a club orientation session and a workshop session for active referees, seasonal referees and new referees.

"At South Simcoe United FC we foster an environment that demonstrates Family and Community".

Club President Gord Fisher



**South Simcoe United FC will support Recreational and Competitive Soccer in South Simcoe County**



## **A Meeting of All the Club Referees with Great Expectations**

Prior to the start of each season it is very important to have a club referee orientation session. This orientation is regardless of whether the referee is new to the club and practice or has contributed some hours, or has contributed many hours refereeing the beautiful game of soccer. Once all referees are brought together in a structured orientation meeting this will now enable discussion with a clear direction and purpose.

Expectations of the club referee will be mapped out accordingly in order to achieve the clubs goals and objectives for the season. South Simcoe United FC will ensure all beginner Referees can be identified as such, and that there is a specific and appropriate programme of training set out for them to follow. South Simcoe United FC fosters an environment that demonstrates family and community, so therefore, it gives the club referees the chance to meet each other and put a name with a face.





## Mentorship With Continuing Education And Training Of Club Referees

Each season the referees will be evaluated and senior referees will be requested to act as mentors for new and less experienced referees. This is imperative for in game situations as there is no better teaching tool than the real thing and to have an experienced mentor to help other referees is only going to make the learning experience a positive one.

This step is key to our mentorship program and is the initial step in South Simcoe United FC's buddy system. Furthermore, this also presents the opportunity to demonstrate a referee workshop and allows the referees to get the answers to some of their questions.

At this time all available tools will be provided to the referees such as; scheduling methodologies, game sheets, caution and ejection forms i.e. all standard forms applied to the game for record purposes as per club policy.





## Proper Training And Learning To Deal With Difficult Situations

At Club level this core value places the needs of each referee at the centre of all education, training and development programmes, taking due account of the different refereeing experience and competencies typical of any group of referees within South Simcoe

Furthermore, this core value will be demonstrated by consulting with referees through the hiring and orientation process. South Simcoe United FC will provide the appropriate education, training and development programmes that are necessary to support and enable each referee to optimise their potential and competence. Referees and their representatives, for their part, will support the development of, and when requested, proactively engage in the design and delivery of these programmes.

Too many referees, regardless of age have quit over issues with spectators and coaches. South Simcoe United FC will demonstrate using training modules on how to deal with various game situations.

Each referee will be taught on how to control the game and the spectators.

Proper execution of this objective will result in a defined partnership between the referee and Coaches that will in return provide extra support for each member. Each referee will have the knowledge and confidence with the decision making process. Along with an appointed mentor, an emergency number will be made available to call, in the event that a referee needs extra support





## Assigning The Right Referee To The Right Game

Referees will be assigned games based on both their skill level and their physical fitness. Referees will be evaluated and may request further evaluation on their skills at any time. This will ensure that the right referee is doing the right game.

The club recognizes the need to have a discipline policy in effect that is reflective of a zero tolerance for any kind of referee abuse. The club will have a code of conduct that outlines the expectations of coaches and spectators when they are at the field and the repercussions they may face if they decide to act inappropriately. South Simcoe United FC has developed an on-going campaign emphasising the importance of refereeing to the development of the game and a recognition program for referees at all levels of the game.





## Ongoing Assessment And Mentorship

The club will constantly assess and assist our referees throughout the season. We will be setting high standards and we will monitor our official's progress on a consistent basis. Referees that meet or exceed our standards may be re-assigned to higher age groups or levels of play. Those referees that are struggling will receive assistance from our Senior Referees. Support and guidance will help our younger referees to gain the confidence to do their job proficiently.

Using these five templates and also requesting feedback from all the referees will make a difficult job a little easier for the referees for the coming seasons. The final objective is to have referees embrace succession planning resulting in the desire to move on to the next level in their referee career and to continue to be part of the beautiful game.

