

## REFEREE MENTORSHIP PROGRAM INFORMATION

### Purpose:

To foster a referee culture centered on continuous learning and knowledge sharing, we aim to empower emerging referees with the skills and knowledge needed for success, ultimately driving increased participation, retention, and engagement. This will be achieved by offering mentorship from individuals with diverse experiences, expertise, and strong leadership abilities, while ensuring consistency in role evaluations and clear requirements for growth and development.

There is a responsibility to assist level III and IV referees so that they feel welcomed, encouraged and supported.

### Guiding Principles:

- Swim Alberta Mission, Vision, and Beliefs
- Swim Canada & Swim Alberta Officials Resources
- Swim Canada Officials Pathway
- Swim Canada Referee Evaluation Guide
- [Swim Alberta Pathway to 2032](#)
- [Swim Alberta Code of Conduct and Ethics](#)
- Other Guiding Documents (in development)

### Who is involved:

- The Referee Connection Committee
- Mentor Referees
- Developing level III and IV referees

### Process:

- Following the completion of the referee clinic, new referees will be paired with a mentor\* by the Referee Connection Committee.
  - Mentees will receive a questionnaire to help pair them with a suitable mentor.
- Mentors will make initial contact prior to any meets to begin building a relationship and get an idea of the mentee pathway.

*\*Mentors are established by the Referee Connection Committee through a vetting process.*

### Working towards level IV certification:

- Successful completion of all level II courses if not yet completed
- Mentors and mentees will establish the first meet where the mentor will observe the mentee. This will be preceded by a phone call to establish goals for the meet and other pertinent information.

- Following the meet, mentors and mentees will meet. Mentees will be asked to do some self-reflection and set some goals for the next meet.
- Mentors and mentees can determine how many meets the mentor will be on deck for observations of the mentee, at least 2-3 meets.
- On-going:
  - Mentors and mentees will continue to remain in touch
  - Mentees are encouraged to reach out to your mentor for guidance, particularly if the mentor is not at the meet in which the mentee is refereeing
  - Mentees are encouraged to seek peer-to-peer mentoring
- The mentor and mentee will work together towards the first level IV evaluation date. When ready, the mentee will request a formal evaluation through Swim Alberta (insert link).
  - This will take from about 6 months to a year.
  - The mentee must complete all requirements as outlined by the Swim Alberta Referee Evaluation Process.
- Following the successful first formal evaluation, the mentor and mentee will go through the same process, working towards the second evaluation and certification as a level IV referee.
  - The time between the first and second evaluations is also from about 6 months to a year.
  - The mentee must complete all requirements as outline by the Swim Alberta Referee Evaluation Process.

#### **Working towards level V certification:**

- The mentee will be paired with a new mentor for the purpose of working with other officials and getting a different perspective.
- The process will be the same as above.
- Following about six months to one year of officiating as a level IV referee and completing all requirements as per the Swim Alberta Referee Evaluation Process, the mentor will recommend the mentee for the first level V (third overall) formal evaluation.
- Following the completion of the first level V evaluation, the mentor and mentee will go through the same process, working towards the second level V (fourth overall) evaluation and certification as a level V referee.
- The mentor will also review the Swimming Canada level V application document with the mentee.
  - The time between the first and second level V evaluations is also from about 6 months to a year.
  - The mentee must complete all requirements as outline by the Swim Alberta Referee Evaluation Process and Swimming Canada's level V application.

#### **General Notes:**

- As referees progress through the levels, they can choose to referee locally (referee at pools around them), referee provincially (level IV certification is required to be

able to referee at Swim Alberta provincial meets) or referee or be a starter at National events (level V certification is required to referee or be a starter at national events, you must also be prepared to participate at Swimming Canada events across the country).

- Readiness for evaluations will vary from one referee/mentee to the next. Largely pending level of comfort, quality of refereeing being observed and the ability to complete the requirements as per the Swim Alberta Referee Evaluation Process.
- Take advantage of refereeing/officiating out of town if you can. Your mentor can help you connect with clubs to be able to officiate at their meets.

**A well-rounded official is comfortable mentoring all roles on the deck!**