

PACIFIC NORTHWEST FOOTBALL OFFICIALS ASSOCIATION

2010 EVALUATION GUIDELINES

The following are the PNFOA Evaluation guidelines for as adopted in 2010 to comply with the requirements of the Arbiter Sports Evaluation system.

Year end evaluations are 100% peer based with other factors taken into consideration for the playoffs in accordance with the PNFOA Membership Handbook.

Category Scores

Since Arbiter's limitations for scores are 1-5 and the PNFOA historically has used the numerical values of 0 - 2 - 4 - 6 - 8 - 10, following the season all scores will be multiplied by 2 in order to achieve the desired rating totals. For example, a 5 will become a 10 and a 2 will become a 4. The score of zero has been eliminated.

Ratings Baseline

The evaluator starts at 2 and goes up or down from there. This establishes a baseline by where all rating officials shall start in order to establish consistency.

Game Rating Scale

The following numerical representations shall be used as guidelines for all game ratings for all officials for all games, except Apprentice officials in non-varsity games which shall use the Apprentice Game Ratings Scale below.

- 1 - Needs improvement in several areas to attain fair level of competence. Performance may have poor impact on games officiated. **Written Comment Required.**
- 2 - Maintains average level of competence. Errors are small points, and transparent to the game being officiated. Performance ensures crew has no impact on games officiated. **Written Comment Required.**
- 3 - Maintains above average level of competence. Performance has positive impact on games officiated.
- 4 - Maintains excellent level of competence. Performance influences games for most equitable result. Adapts seamlessly as game conditions change.
- 5 - Maintains superior level of competence. Performance influences crew and game to best performance and result. Is able to teach - mentor colleagues to perform better.
Subject matter Expert

Apprentice Game Rating Scale

The following numerical representations shall be used as guidelines for all non-varsity game ratings for apprentice officials only. **NOTE: Apprentices working varsity games should be rated using the Varsity Game Ratings Scale.**

- 1 - First or Second game? Needs to learn how to apply rulebook to field. i.e.; difference between a throw and blow and pass interference. **Written Comment Required.**
- 2 - Did fine. Had a good time and enjoyed themselves. **Written Comment Required.**
- 3 - Good game, good poise. Held their own and contributed.
- 4 - Good officiating. Ready for Friday night.

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5 - Still an apprentice? (worked 4 varsity games this year.)

Category Definitions

Preparation	Arrived on time, uniform conforms to code, actively participates in pre-game.
Attitude	Demonstrates teamwork, positive influence on crew and others.
Judgment	Makes consistent and proper calls appropriate for situation. Demonstrates game and common sense.
Rules Knowledge	Appropriate and consistent application, aware of all fouls and their enforcement.
Signals	Appropriate, distinct, sharp
Mechanics	Proper position on all types of plays, smooth movement.
Hustle	Anticipates plays and moves to cover.
Poise	Tactful handling of game situations, good game control, shows confidence.
Alertness	Awareness of game conditions such as down, distance, time.
Communication	Communicates clearly with officials, players, coaches, regarding fouls, penalties, time, down, etc.

EVALUATION EXAMPLES

The following descriptions are examples only of what several of our members have expressed as being their perceptions concerning each of the criteria.

Preparation

Arrived on time, uniform conforms to code, actively participates in pre-game.

1. Uniform is clean and sharp looking
2. Looks professional and confident when arriving, best judged by players, coaches and "fans" that may observe the arrival
3. Comes up with helpful and timely comments in pre-game, even for lower level => conducts a pre-game!
4. "R" has officials game cards filled out prior to arriving at the game site.
5. Officials carry spare uniform components (in case of damage)
6. Shoes shined, socks clean (not mud stained), knickers clean (not mud stained)
7. Uniform negatives: Using a Basketball Official's uniform top (without pocket); having a hat that looks like it is one of the original versions from the "old days;" Having knickers with the elastic in the legs all but gone, allowing the pant leg to travel down the leg.
8. Participates in pre-game, Shoes already shined, (don't shine shoes at pre-game)
9. On time, dressed prior to pre-game, pays attention and contributes. Knows position responsibilities and is able to communicate what actions to expect or what help he/she might need or be able to give in certain situations during the game.

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Attitude

Demonstrates teamwork, positive influence on crew and others.

1. Very helpful and supportive to everybody, but especially the least experienced members of crew
2. Enjoys the job and looks like it!
3. Gives positive feedback to other members of crew.
4. identifies situations, offers positive feedback
5. address situations immediately, in a timely manner
6. Doesn't embarrass a fellow crew member, player or coach.
7. "Can do" is always a positive; "I don't care" is always a negative. Both can be seen in the official's body language and voice.
8. Should handle constructive comments (negative comments, don't have chip on shoulder etc.) If you have had a bad day at work/home leave it in the car, don't pout.
9. Professional, positive and upbeat. Able to have fun but not distract from game responsibilities at hand. Able to stay positive with other members of the crew when difficult situations arise such that the crews work does not deteriorate later.

Judgment

Makes consistent and proper calls appropriate for situation, demonstrates game and common sense.

1. Professional and consistent dealings with coaches and players
2. Chooses the appropriate time for a "no call"
3. Naturally knows when to help out another official who may be out of position, or confused.
4. clearly applies the correct rule for the play situation
5. applies rules for play situations
6. calls the same foul for the same action each time
7. Judgment: This is a hard abstract term to place concrete examples.
8. Chooses the appropriate time for a "no call" or good call.
9. Naturally knows when to help out another official who may be out of position, or confused.
10. Careful with this one, some veterans or new guys, get offended easily on this topic.
11. Applies rules properly and consistently. Knows the difference between dead ball and at the snap infractions, also difference between unsportsmanlike and personal foul. Does not attempt to change an infraction to another to punish one team.
12. Understands the difference between the "letter" of the rules and the "spirit" of the rules.
13. Uses preventative officiating as frequently as possible

Rules Knowledge

Appropriate and consistent application, aware of all fouls and their enforcement.

1. Able to discuss the rules properly and appropriately with officials, coaches and players
2. Chooses the appropriate time for a "no call"
3. Naturally knows when to help out another official who may be out of position, or confused.
4. clearly applies the correct rule for the play situation
5. calls the same foul for the same action each time
6. knows the penalty for each foul when signaled by the referee.
7. Chooses the appropriate time for a "no call" or a good call.
8. Correct terminology and rules location in the book, (Know definitions, where rules are found)
9. Try to be in good position to make call (this crosses over with good mechanics)
10. Able to communicate the application of the rules clearly.

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Signals

Appropriate, distinct, sharp

1. Signals as sharp at the end of the 4th QTR as they were in the opening kickoff
2. Signals shown as soon as reasonably possible to help other officials move game along
3. Puts self in position where signals can be seen by others
4. Knows correct signal for reported foul if asked by "R"
5. Holds, exaggerates, accentuates signals when asked by other officials
6. Acknowledges other officials signals
7. Clearly relay signals to the middle (Ump/Ref) during/after pass plays either complete or incomplete. Retain the clear, consistent, sharp signals even if the score is a gazillion to zip in the 4th quarter.
8. Not moving when giving signals.
9. Distinct, sharp, controlled. Signals should not be rushed and held until information is relayed.

Mechanics

Proper position on all types of plays, smooth movement.

1. Knows the mechanics from the books and pre-game, uses, evaluates and teaches others
2. Easily moves within the players without being an obstruction or putting self in danger
3. hey ... this was my lowest category, what do I know!
4. Referees from a wide position(outside in) to the play, doesn't turn back to the field.
5. Works to prevent play and/or players from getting behind him closes at end of play, projects a "presents"
6. I don't have a problem with another official calling a penalty in an area I am supposed to be covering . . . maybe I didn't see it. Clearly giving an indication of the on-the- field count of players to the appropriate official.
7. Moves smoothly, not too quick or too slow. Good sideline control helps with this
8. Know PNFOA exceptions, keeps head in game between downs, look professional prior to the snap
9. Don't move too far ahead of play (read play, run or pass)
10. Proper position on all types of plays. Movement is controlled not rushed. Example: When play inside the five moves crisply to goal line such that attention on other responsibilities is not lost.
11. In position to be able to "slow down and then go slower".

Hustle

Anticipates plays and moves to cover.

1. Physically fit (for age) and can easily keep up with the game (understandable to be puffing after a long run or pass)
1. Moves like an old experienced racquetball player, watches the play and moves easily to the right spot
2. "Verbal hustle": uses the correct terminology to efficiently explain situations and rules to teammates, coaches and players
3. Jogs or brisk walks when moving to his next position
4. Does not slow play by delaying getting to into position (distracted at sideline, team bench, non-players, players questions, or coaches) moves to cover a spot releasing crew member to report (a foul) to the referee.

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5. Seems to always be there where ever the ball is located. During tense games, the official is always in the pile and with a swiveling head/eyes to forego any problems.
6. Jogs back to positions between downs. always on the move, (smoothly) during the down, know how to read plays
7. Can adjust coverage to changing situations smoothly to ensure proper coverage. Example: Treats 3rd or 4th (under 1 or 2 yards) and short the same as plays inside the five moves to line to gain so as to be in position to rule on first down.
8. Hustles to be in position to apply proper mechanics.

Poise

Tactful handling of game situations, good game control, shows confidence.

1. Confident when talking with players and coaches
2. Posture and signals on the field demonstrate confidence to everybody on and around the field
3. Uses tact and good judgment when dealing with coaches and players.
4. Proper comm. with sideline (coaches, non-players)
5. Positive reaffirmation of rules with players, don't criticize, yell
6. Doesn't embarrass a player, coach or crew member.
7. Impervious, or nearly so, to the taunts of coaches and players, but to a point . . . draw the line and let them know where it is.
8. Know info, don't make things up
9. Stays calm, does not resort to baiting statements with coaches and players when they are out of control.
10. Able to overcome mistakes and continuing officiating game.

Alertness

Awareness of game conditions such as down, distance, time.

1. Knows when and how to remind other officials about what is coming up
2. Has a sense where the line to gain is and reacts accordingly
3. Knows the team tendencies and uses this knowledge to adjust position and focus.
4. knows what play is appropriate for down/distance at this position on the field. (3rd down - passing situation: 4th down - Punt?/field goal?)
5. Have the sideline cleaned up (teams moved back, non-players moved back) before you need the space.
6. Remains focused to on- field activity, not distracted by off field actions. Does not have a "Deer in the headlights" look on plays. Knows what is happening at all times.
7. For Ump to stay on the ball until the Ref is ready . . . and for the Ref to tell the Ump the he is ready and to get off the ball. Getting together after the quarter is over to communicate distance, down, ball position, etc.
8. For Ump communicate fourth down field goals and live ball play. Continual dialog with the players in the middle.
9. Knows clock status after a foul etc. and is able to communicate it. Knows # of player that committed penalty.
10. Aware of sideline.

Communication

Communicates clearly with officials, players, coaches, regarding fouls, penalties, time, down, etc.

1. Knows the rules and uses correct terminology with players, coaches and other officials
2. Knows the right time to give some verbal advice or info to another official.

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3. Voice is loud enough to be heard when necessary.
4. Holds, exaggerates, accentuates signals when asked by other officials
5. Acknowledges other officials signals
6. Reports all pertinent data clearly to the referee
7. Knows the right time to give some verbal advice or info to another official. ****also know how to handle comments (see attitude)
8. Always talking to players and officials (down/distance, time, etc) during to the game
9. Consistent and clear communication on down, distance, count, line to gain, time etc. Ability to give and receive information to ensure proper application of rules.