Referee Committee Minutes - FINAL
June 24, 2020
7:30 PM EST

AGENDA

1. Welcome (Lyn)
    a. Call to Order – *at 7:33p*
    b. Roll Call –
        i. *Present – Bob Appleyard (At-Large), Dee McComb (NW Rep), Derek Blazo (MW Rep), Elaine Roden (SE Rep), Eric Weir (SW Rep) – joined at 7:36p, Howard Meisner (NE Rep), Jessica McAlear (At-Large), Kris Thorsness (At Large), Terry Friel Portell (At Large), Lyn Wylder (Chair)*
        ii. *Absent – John Musial (MA Rep),*
        iii. *Staff – Sarah McAuliffe, USRowing Sr. Events Manager*
2. Evaluations
    a. *<u>Background -</u> Lyn and Howard sent some documents in advance. Goal is to get consensus on a direction in which to move. Howard and Bob have spent a lot of time on this and they will walk us through this discussion.*

    Bob said his perspective is that we need a clear vision of an endpoint or we will continue to go round and round. Bob worked with Mary Bush over the years and he learned from her about formative versus summative perspective. Bob believes this should be formative and building from the bottom up and eventually get to summative.

    Howard said that he provided background material so we can use this meeting to gain consensus toward where we want to go. Thinking about building a new system which is formative in nature from the ground up, one of the things we have talked about is that in this new world, getting evaluations requires a cultural change because not everyone is open to feedback. While we are thinking about this, we need to recognize that not everyone in the corps are people who should be giving feedback. We have to be conscious about the feedback being timely. Best feedback Howard received was when it happened in the morning, got feedback at lunch and was able to make a change in the afternoon. If it comes

two weeks later or even a day later, one loses the context and applicability of making the change.

i. *Eric agreed that not everyone should be teaching or evaluating. In the past we've done a lot of summative (formal process) evaluations, but we really should be doing more formative evaluations to help people get proper feedback at the right time.*
    1. *Formative Evaluation - Goal: monitor student learning to provide ongoing feedback that can be used by instructors to improve their teaching and by students to improve their learning to 1) help students identify their strengths and weaknesses and target areas that need work; and 2) help faculty recognize where students are struggling and address problems immediately*
    2. *Summative Evaluation - Goal: evaluate student learning at the end of an instructional unit by comparing it against some standard or benchmark.*
ii. *Terry said this cultural change is going to be massive. How are we going to make this change? Bob said that we need to focus on the younger newer referees with this attitude. Bob also said he thinks on a three-year time horizon and if anything we create is working then, it is a success. The new people probably are going to expect it, want it and be responsive to it. They will want to see that it is effective and helps them achieve whatever it is each wants to achieve.*
iii. *Kris said the 'coaching' resonates but people tend to think of the evaluation as a punitive exercise rather than a coaching. It would be great to teach people how to give feedback and be more developmental. Even the word "evaluation" might be part of the problem. Howard said maybe we should focus on words like "coaching" and "feedback".*
iv. *Eric contributed that younger referees need to be handled properly and in many cases the clinician needs to set up the experience from the get-go to be a positive experience.*
v. *Terry said that one of the best ways she learned was when she could work with other refs so staffing up at regatta would be beneficial so refs can get feedback quicker.*
vi. *Dee referred back to words matter and thinking about the people coming in who already may have formulated their responses to things, we need to think about how it affects different age groups, not just the younger group.*
vii. *Dee asked if the evaluations we have that we work off are formative or summative? Howard said it depends how you use it. Derek asked if the new Referee College stuff is formative or summative? Formative.*

viii. *Derek said with choosing words, the evaluation forms are like job aids or tip sheets which would be better descriptions.*

b. *<u>Why Evaluate Officials?</u> - We are trying to make sure people are doing things in a consistent matter. Feedback is important to get to that consistency and to close the training loop. If we know people are having trouble with things, it helps us know where we need to focus our educational efforts. Bob reinforced that closing the training loop of what we have taught is really important.*
   i. *Howard asked if anyone had received feedback they had done the right thing by show of hands. A few said yes. Howard suggested that we can add that to our tool kit to tell people when they do things well.*
   ii. *Bob said that when we were doing the in-person referee school, the number one feedback that they received was that when they go home, they are told to do things differently (not the college way). Bob said that issue underlies all of the training and will impact evaluations.*
   iii. *Howard continued, we want people to be able to take feedback and understand where they are in the progress; often people just have a gut feel that they are 'ready to be the Starter' when they have things that are holding them back. We want people to know what idiosyncrasies might be keeping them from performing at the right level. If we are doing the formative evaluations well, it really can benefit everyone.*
   iv. *Kris pointed out that many errors are made in good faith. The more we can phrase feedback in terms of coaching, the better we'll be and the better it will be received.*
   v. *Derek asked if part of the process should go back to the concept of position specialists? When he worked in the swim sport, they do it that way and get lots of volunteers and get them up to speed quickly.*
   vi. *Dee said that those who are providing feedback may need some coaching and maybe some should not be in this role. Bob added that when we grant the Assistant license, we are giving you the right to work anywhere in the U.S. We don't have anything written in our licensing standards or procedures from working at a National Championship and that is different from most other sports. Most sports have levels within itself where officials have a progression through which they advance with their skills. And how we may work at different levels of competition are different – weekend participation first regatta versus a regional championship. New officials have to learn these differences and it isn't natural and we don't necessarily teach that very well. Kris added that clinicians will need to be taught how to support this formative model. Lyn said that we might need to adjust the "clinician" role.*

vii. *Derek said we need to think about how to implement this. Even if at nationals and regional events if we could have one person there who is the evaluator/coach, that would be a good way to start.*

c. *How Should We Proceed? – If we focus on newer referees and give them a constant review we will grow the culture. Derek brought up self-evaluations as a good tool and Bob said that those can be useful with a good mentor. Mentors is another avenue we should explore more too. Bob said we've attempted mentorship in the past and there is some version of it happening perhaps in various regions. Howard said that people who are mentors have an aversion to reaching out versus if the mentee initiates the contact. Bob said we can use technology to make better connections between mentors and mentees; Regional coordinators said they often try to assign mentors locally so the person has a local contact whom they might see more often.*

d. *Howard said it sounds like we are in agreement we should start with newer officials and giving them frequent, timely and useful information on the new referee's skills.*
   i. *Derek said that adding pictures to RefCorps helps build community. All the things that we do to bring people together have value – whether it is getting a drink after a regatta or driving to and from regattas or teambuilding… they have value.*

e. *Lyn summarized:*
   i. *it seems we have consensus we should move to a more formative approach, starting at the bottom and working up,*
   ii. *language makes a difference so may want to change some words such as evaluation and clinician,*
   iii. *people will tell people things they do well,*
   iv. *we are going to focus on newer referees and strive to give more open, honest and timely feedback.*

f. *Howard asked Kris how to marry this group and our opinions with the IOP team for Ranks and Evaluations. Kris said paths should merge. Several people on the committee are on that working group – Howard, Terry, Derek, Bob, Eric plus Sheila Tolle, Rachel LeMieux, Doug Jones, Annette Forster. He said if we agree we can give these summarized items to the working group and then if the working group does not go there, they can explain why.*
   i. *Derek suggested that each working group has a leader to drive each group and Kris will come back to the committee with progress from each working group.*

g. *Lyn said we should give this guidance from tonight to the working group.*

3. *2020 Evaluations – Lyn made a* **MOTION** *to suspend the requirement for clinician evaluations for 2020. Kris seconded the MOTION. We did suspend the 4 regatta day requirements. Derek asked what other requirements we might need to suspend and just*

do them now. Jess asked if we should suspend them forever; we can't because they are part of the IOP. Agreed not now; this topic should go to the working group. Howard asked about if we should suspend requirement to work at other regatta locations. but since that is part of the 4 days, it might fit Derek's other category. However, it is second to the 4 days so not relevant. ALL IN FAVOR. **Motion Passes**.

4. *Next Meeting – Weds, July 8, 7:30p Eastern.*
5. *Other Business – Dee will get int ouch with other coordinators to get some Ref Corps items prioritized.*
6. *Motion to Adjourn by Howard, Dee seconded. All in favor. Meeting adjourned at 9:14p*

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