

BEST PRACTICE #10




I help my officials develop professionally.




Officials learn and develop the most when working with experienced officials on challenging games. Ask yourself, how can you help develop a new youth-level official into a championship-caliber official?

Make assignments doubly valuable by assigning with the purpose of an official's development in mind whenever possible. It will pay off in the long run.

- Be engaged with organizational leadership when mentor programs are put into place.
- Pair mentors with mentees throughout the season.
- Choose experienced officials who are willing to work with the new officials and who will communicate with you. This feedback is invaluable.
- Develop a relationship with experienced officials so they can freely call you with feedback or welcome your calls when you want to talk about a less-experienced officials' development.

 <p>Early Development</p>	<p>Mentor programs are extremely useful in retaining new officials.</p> <p>Early in the season, try to pair more experienced officials with the newer officials. There is tremendous value in supporting officials in the early stage of their careers. The more ways you show a new official that you care, the more likely they will stick with officiating for longer than one season.</p>
 <p>Mid-Level Development</p>	<p>Assign the newer official as the head official on a JV game, to put them in charge and learn that role under the watchful eye of the senior official. This also shows your confidence in the newer official as they improve.</p> <p>If there is a JV/varsity double-header where the JV game is a 2-person game and the varsity is a 3-person game, ask the third member of the varsity game to come early to watch the newer official and offer comments.</p>
 <p>Advanced Development</p>	<p>Find opportunities for officials to work more challenging games. Let them be the head official on good, but not critical games, with senior officials that will not let them fail. You could also make them the head official with two less-experienced officials and see if they can develop into the senior official.</p> <p>Encourage experienced officials to let newer officials step up and be the support if they need guidance. Asking for mentors' feedback is a good way for them to let them know that you value their expertise.</p>

	<p>If you are assigning newer officials with a more experienced mentor for growth and advancement, take note of these contests and make an intentional effort to follow up with the after the game.</p>
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