



## **PROPOSAL TO AMEND THE RCA POLICY AND PROCEDURE ON UMPIRE EVALUATION**

### **Rationale:**

The RCA Board approved the RCA Umpire Evaluation Policy and Procedure in April 2011. The Policy required that Umpires be evaluated at three out of five stations, once every three years. The commencement year was 2011, and thus the first three years would conclude in December 2013. The licenses of those Umpires who did not achieve this goal of three stations once every three years would be no longer valid.

The RCA Umpires Committee has assessed the extent of implementation of this Policy at their October 2012 meeting. There it was learned that most provinces will be unable to achieve the objective of evaluating all umpires as specified in the Policy and Procedure by December 2013.

Given this difficulty in implementing the umpire evaluations for all RCA umpires, the Umpires Committee recommends a phased-in approach which allows RCA to accomplish the same evaluation goals, albeit at a slower pace. This allows RCA to introduce a culture of evaluation to achieve umpiring consistency and to support those umpires who seek to achieve the higher levels of RCA umpiring. The Umpires Committee proposes the following revised Policy to replace the RCA UMPIRE EVALUATION: Policy and Procedures that was approved in April 2011.

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## **RCA UMPIRE EVALUATION POLICY and PROCEDURE**

### **1. POLICY**

With the overall goal of improving umpiring in Canada, a regular, and continuous evaluation of umpires shall be performed under the following criteria:

- 1.1 All licensed umpires will be evaluated regularly commencing in 2011.
- 1.2 The evaluation will be in addition to the requirement that an umpire participate in an umpire seminar once every three years. [ref. RCA Rule of Racing 11.1]
- 1.3 Evaluations shall be performed by RCA umpire clinicians.
- 1.4 Evaluations will be based on observations by clinicians of umpires working at the following five stations at a regatta: control commission, judge at the start, starter, on-water umpire, and finish judge.
- 1.5 Once an umpire has been evaluated at a minimum of three stations within three years, he / she shall then be deemed to have met the evaluation requirement for maintenance of one's licence. Umpires are encouraged to be evaluated at as many stations as practicable in any given three year period.
- 1.6 Failure to be evaluated as outlined in this policy may result in the individual's umpire licence being suspended or revoked. [ref. RCA Rule of Racing 11.2]

### **2. PROCEDURE**

- 2.1 Provincial / Territorial Rowing Associations (P/TRA's) will be responsible for organizing and conducting the evaluations within their respective province / territory using the approved RCA umpire clinicians in their province. If situations warrant it, clinicians from another province / territory may be engaged to conduct evaluations outside of the province / territory they reside in.
- 2.2 P/TRA's will file an annual report to the RCA Umpires Committee on the evaluations performed. The report shall contain the number of evaluations performed, the names of the individuals evaluated and the station(s) the individual was evaluated on. The report shall indicate if the evaluation was satisfactory, or if improvements are needed, the recommended steps that should be taken to improve umpiring skills are outlined.
- 2.3 The P/TRA annual reports shall be sent to the chair of the umpires committee (and copied to the DDO-ST) by the end of November each year.
- 2.4 The evaluation will be recorded on the standard RCA umpire evaluation form, a copy of which will be provided to the umpire being evaluated. The evaluator will keep a copy and the original will be forwarded to the P/TRA office.

2.5 While the goal is for every RCA umpire to be regularly evaluated at every station and at a minimum, at three stations within each three year cycle, the implementation will be phased-in, over a nine year period. The requirements are as follows:

By December 2013 – All RCA Umpires will have been evaluated at a minimum of one of the five stations specified in the policy.

2014 – December 2016 - All RCA Umpires will have been evaluated at a minimum of two of the five stations specified in the policy.

2017 – December 2019- All RCA Umpires will have been evaluated at a minimum of three of the five stations specified in the policy.

2020 onwards – All RCA Umpires will have been evaluated at a minimum of three of the five stations specified in the policy within each subsequent three year period.