



JUNIOR OFFICIALS PROGRAM



Mentoring Strategies - JOP

Clinic Session Handout – Suggestions for Sharing Expertise on Planning. Onsite Discussion activity in Clinic Session.

- Find out how you can be the most helpful in the area of planning/preparing for an event.
- Team up during the orientation or initial training period or before and schedule regular times to meet for discussion and planning sessions.
- Discuss goals for the year or season and objectives for level of knowledge.
- Describe various officiating climates and environments at events that you have observed or created and how these variations worked out.
- Review the expectations of the officiating level and events being worked on and discuss how they can be woven into the mentoring plan.
- Share catalogs, articles, and monographs, for events of interest and how to order any instructional materials, rulebooks or officiating equipment.
- Show how you organize your schedule for the year, the seasons, the week and the day for each event of interest.
- Share your ideas about planning for contingencies at a venue.
- Talk about how and where to anticipate officials or athletes' errors and misconceptions.
- Describe the labor saving steps you use in preparing and instruction to athletes that pay off later in reduced workload, problems or protests.
- Talk about the patterns of athletes' physical, social and skills development in your events; and demonstrate your understanding and valuing of differences among the various officiating skills and duties in their events.
- Describe alternative strategies that are successful for learning where athletes or officials have diverse or conflicting needs.
- Collaborate on a special unit of instruction or a project.
- Work together to assign officials to best positions based on their skill levels and your needs as head of the event.
- Share shortcuts, officiating monographs or outlines, assignment sheets, instructions for athletes and officials that have worked well for you.
- Offer to share your contacts, websites or computer software or show where such information can be found.



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- Suggestions for Sharing Expertise on Officiating. Clinic Session

- Structure times at noon or the end of the meet to share reactions to the day's events or problems, explaining the alternatives and why the particular alternative was chosen or should have been chosen. Provide opportunities for the mentee to talk about any officiating concerns and to ask questions.
- Listen with interest when he or she talks about when giving instructions or explaining a call and if asked, offer your own reaction or analysis and support.
- Be willing to share information about your own officiating successes and failures, if appropriate.
- Volunteer to receive an evening or early morning phone call in an emergency.
- Talk about timing, pacing and sequencing in athlete instructions, particularly concepts that are difficult for the mentee to master or grasp. (Older age JOP)
- Offer to demonstrate techniques or forms live.
- Discuss several kinds of athlete instruction that work best with various levels of athletes; explain the rationale for using each of the various approaches.
- Describe strategies you use to increase athletes' attention, motivation or participation.
- Talk about "brick walls" and "roadblocks" that particular groups or all athletes encounter, and share your strategies for helping them students move forward.
- **Offer to prepare to videotape (on your phone) lessons or formal classes and offer to give feedback if he or she has any questions. Post pictures in SnapChat ask the JOP first).**
- Brainstorm a wide range of solutions that might be fitting for common problems.



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Suggestions of Sharing Expertise on Meet Management. Onsite Clinic.

- Take time to listen to concerns about meet or event management or operations.
- Ask what kinds of feedback on event management would be most useful.
- Discuss standards for venue management/Athlete decorum while on the field of play and share strategies for meeting those standards.
- Talk about the importance of organizational routines and describe the routines that contribute most to event management.
- Describe ways to let athletes know you understand their needs and concerns, and demonstrate ways to link that knowledge with long-range and short-term planning.
- Share examples of ways to enhance students' self-concepts.
- Talk about the most difficult management problems you have encountered and various ways to address them.
- Describe techniques you tried that didn't work and analyze why they didn't work.
- Talk about standards of meet-wide conduct. (Sportsmanship)
- Demonstrate a wide range of meet management techniques--either live or on videotapes.
- **Offer to analyze (as a colleague and peer) the videotape of a new official's performance in the area of event management, and be willing to share your own videotapes.**
- Share exemplary officiating books or workshop materials on event and meet management techniques.

Notes:



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Suggestions for Sharing Your Expertise on Evaluation. Onsite Clinic Activity

- Listen to the mentee's concerns about evaluation and share ideas about the overall purposes of evaluation at the meet.
- Talk about the variety of ways (formal and informal, verbal and nonverbal) that one can evaluate the official's learning and attitudes in specific subjects or at specific age group levels.
- Share the program system for evaluation and record keeping, and describe other models that you know about.
- Collaborate on the development of tests or reviews that might be used in identical or similar events.
- Offer to share a collection of tests or other evaluation measures you have developed.
- Offer to give feedback on the mentee's evaluation instruments and their results.
- Review the standardized test program used by the association or national, and talk about its role in relation to curriculum planning and evaluation of student learning in the field.
- Describe various strategies to handle the expected paperwork associated with mentoring assignments.
- Explore various approaches for when and how to sharing evaluation results with officials, mentoring head and certification chair.
- Discuss and compare various techniques for evaluation of one's own mentoring effectiveness.
- Help the new official to prepare for the review and evaluation of his or her first year of officiating at the end of the season.



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10 Great Strategies that Work for Mentors...

- **Remain Objective.**
- **Be honest with the new official.**
- **Be a model to the new official.**
- **Be deeply committed to the new official.**
- **Be open and transparent.**
- **Be a teacher to the new official.**
- **Believe in the new officials' potential.**
- **Envision the new officials' future.**
- ***You must be successful in the new officials' eyes before they will listen to you.***
- **Be teachable...model teachability.**

Educational Research tells us *that this is how people learn:*

- **10%** of what we read...
- **20%** of what we hear...
- **30%** of what we see...
- **50%** of what we see and hear...
- **70%** of what we discuss...
- **80%** of what we experience...and
- **95% of what we teach others...**



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