

# UMPIRE PERFORMANCE ASSESSMENT/REFERENCE FORM



For each category, mark as "Not Acceptable", "Acceptable RU", "Acceptable NU" or "Don't Know".

**Not Acceptable** You have evidence that the candidate does not meet the majority of the criteria listed below. This should be recorded on the form AND shared with the candidate. "Not Acceptable" in any section means that, in your opinion, the candidate does not yet meet the criteria of an Umpire.

**RU / NU Standard** You have evidence that the candidate meets the majority of the criteria listed in each section below. This does not need to be expanded on the form. However, it is useful to include special strengths and particular areas in which the candidate would most benefit from improvement. Both should be shared with the candidate.

**Don't Know** You have insufficient evidence to form a considered judgement. This may happen when the number of matches is insufficient or the matches observed do not have enough incidents. This, too, should be shared with the candidate to avoid confusion.

## Acceptable Criteria:

### **Observation**

- Did the umpire identify the correct boat 85% (NU), 67% (RU) of the time?
- Was the umpire able to concentrate on own issues, avoiding other issues when these were distracting?
- Did the umpire spot issues from boats racing: Y flags, red flags, breakdowns? (RU - some of the time)
- Did the umpire observe relevant race committee actions: start sequence, recalls and course changes?
- Did the umpire observe other matches and note when other umpires required assistance? (RU - not required)
- Was the umpire able to act as a reliable witness for any post-race hearings? (RU - some of the time)

### **Communication**

- Does the umpire speak the key facts, rule transitions and decisions concisely as they occur 85% (NU), 67% (RU) of the time?
- Is the umpire a good listener and take account of fellow umpire's opinions and observations?
- Does the umpire use internationally acceptable terminology?
- Does the umpire give and receive calls (arm and radio) to/from other umpire boats?
- Did the umpire demonstrate proper use of radio, including procedures and response to calls?
- Was the umpire able to clearly describe most (NU), some (RU) incidents after the match, both afloat and ashore?
- Is the umpire able to communicate clearly and calmly with fellow-umpires, competitors and organisers? (RU - not required)

### **Rules: Application and Decisions**

- Did the umpire demonstrate good understanding of definitions affecting on-the-water rules?
- Did the umpire identify the right of way boat 85% (NU), 67% (RU) of the time?
- Did the umpire identify basic obligations and opportunities 85% (NU), 67% (RU) of the time?
- Was the umpire able to identify the precise moment of rule transition 85% (NU), 50% (RU) of the time?
- Did the umpire recognise the principle of rule 15 and 16?
- Was the umpire able to correctly identify breaches of rule 42? (RU - some of the time)
- Was the umpire able to identify obstructions when relevant and when these rules come into force?
- Is the umpire able to call and process multiple incidents occurring in rapid succession? (RU - not required)
- Does the umpire understand protest committee procedures? (RU - not fully required)
- Has the umpire the appropriate knowledge of rules, cases and calls on the water, in rules discussions and debriefings?
- Does the umpire apply rules, cases and calls correctly 85% (NU), 67% (RU) of the time?
- Did the umpire make consistent decisions? (RU - not fully required)
- Did the umpire understand and correctly implement umpire-initiated, red-flag, double and twin penalties? (RU - not fully required)

### **Boat Driving and Positioning**

- Was the umpire able to operate small powerboats? First preparation, leaving/ returning to mooring/dock, going to and returning from the course safely, transferring personnel safely. Passengers must never be at risk, minimum rushing around.
- Was the umpire able to re-fuel a range of boats with the correct fuel?
- Was the umpire able to follow the basic position plan, modifying when appropriate?
- Was the umpire able to keep the correct distance from and angle to race boats 80% (NU), 50% (RU) of the time?
- Does the umpire understand and predict standard match and team racing manoeuvres? (RU - some of the time)
- Was the umpire able to state the options for the next 10 seconds and identify the most likely option 80% (NU), 50% (RU) of the time? With a low level of interference in any match?
- Did the umpire respond rapidly when out of position with a smooth transition between scenarios? (RU - some of the time)

### **Temperament and Behaviour**

- Does the umpire accept ISAF rules and calls? Is the umpire a team player willing to pull his weight within the team?
- Is the umpire able to maintain good relations with umpires, organisers and race committee?
- Does the umpire show no prejudice to any competitors - either negative or positive?
- Does the umpire handle post-race de-briefs in a manner that encourages learning and improvement for self, other umpires and competitors? Does the umpire keep to time? Is he willing to learn and accept change?
- Does the umpire work well under pressure and make and signal timely, accurate decisions? (RU may take more time).
- Does the umpire have respect for other people's property (umpiring equipment, boats, etc.) and treat accordingly?
- Does the umpire abstain from alcohol until the work of the day is done? Does the umpire refrain from unauthorised communication with the media?

### **Physical Fitness**

- Is the umpire able to spend long days on the water in small boats in bad conditions and maintain focus?
- Is the umpire mobile enough to transfer between small boats afloat in moderate conditions and able to stand in good position to umpire? Is the umpire's hearing, eyesight and voice adequate to function as an umpire?
- Is the umpire able to participate and contribute in meetings and debriefings after long days on the water?

### **Experience and Activity**

- Does the umpire understand the game of match/ team racing through his own racing/umpiring experience? (RU - not required)
- Has the umpire umpired at an adequate number and an appropriate level of events?
- Is the umpire familiar with the types of boats that are typically used for match or team racing? (RU - not fully required)

**Overall a National Umpire should be pro-active while a Regional Umpire may be more reactive**