

ISAF UMPIRE PERFORMANCE ASSESSMENT FORM

Not Yet IU Standard	You have evidence that the candidate does not meet the criteria listed below. This should be recorded on the form AND shared with the candidate. "Not Yet IU Standard" in any category means just that - the IUSC is very unlikely to appoint this candidate an IU.
IU Standard	You have evidence that the candidate meets the criteria listed 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:

A. Observation	<ol style="list-style-type: none"> 1. Identifies the correct boat 95% of the time. 2. Concentrates on own issue, avoiding other issues when these are distracting. 3. Spots issues from boats racing: Y flags, red flags, breakdowns. 4. Observes relevant race committee actions: start sequence, recalls, course changes. 5. Observes other matches and notes when other umpires require assistance. 6. Is able to act as a reliable witness for any post-race hearings.
B. Communication	<ol style="list-style-type: none"> 1. Is able to communicate in English. 2. Speaks and understands English at umpire speed. 3. Speaks the key facts, rule transitions and decisions concisely as they occur. 4. Listens to and takes account of fellow umpire's opinions and observations 5. Uses internationally acceptable terminology. 6. Gives and receives proper wing boat calls. 7. Proper use of radio, including procedures and response to calls. 8. Is able to clearly describe an incident after the match, both afloat and ashore. 9. Is able to communicate clearly and calmly with fellow-umpires, competitors and organisers.
C. Rules: Application and Decisions	<ol style="list-style-type: none"> 1. Clear understanding of definitions affecting on-the-water rules. 2. Identifies right of way boat 95% of the time. 3. Identifies basic obligations and opportunities 95% of the time. 4. Is able to identify the precise moment of rule transition. 5. Recognises the principles of rule 15 and 16. 6. Is able to identify breaches of rule 42 7. Identifies obstructions when relevant and when these rules come into force. 8. Is able to call and process multiple incidents occurring in rapid succession. 9. Understands protest committee procedures. 10. Demonstrates knowledge of rules, cases and calls on the water, in rules discussions and debriefings 11. Applies rules, cases and calls correctly. 12. Makes consistent decisions. 13. Understands and correctly implements umpire-initiated, red-flag, double and twin penalties.
D. Boat Driving and Positioning	<ol style="list-style-type: none"> 1. Is able to operate small powerboats. First preparation, leaving/returning to mooring/dock, going to and returning from the course safely, transferring personnel safely. 2. Passengers must never be at risk, minimum rushing around. 3. Is able to follow the basic position plan, modifying when appropriate. 4. Correct distance from and angle to race boats 90% of the time. 5. Understands and predicts standard match and team racing manoeuvres. 6. Is able to state the options for the next 10 seconds and to identify the most likely option 80% of the time. 7. Smooth transition between scenarios. 8. Rapid response when out of position. 9. Low level of interference with any match.
E. Temperament and Behaviour	<ol style="list-style-type: none"> 1. Accepts ISAF rules and calls and complies with ISAF code of conduct. 2. Team player and pulls own weight within the team. 3. Is able to maintain good relations with umpires, organisers and race committee. 4. No prejudice to any competitors - either negative or positive. 5. Handles post-race de-briefs in a manner that encourages learning and improvement for self, other umpires and competitors. 6. Works well under pressure and is able to make and signal timely, accurate decisions. 7. Is willing to learn and accept change. 8. Keeps to time. 9. Has respect for other people's property and treats accordingly. 10. No alcohol until the work of the day is done. 11. No unauthorised communication with the media.
F. Physical Fitness	<ol style="list-style-type: none"> 1. Is able to spend long days on the water in small boats in bad conditions and maintain focus. 2. Mobility is adequate for transferring between small boats afloat in moderate conditions and able to stand in good position to umpire. 3. Hearing, eyesight and voice adequate to function as an umpire. 4. Is able to participate and contribute in meetings and debriefings after long days on the water.
G. Experience and Activity	<ol style="list-style-type: none"> 1. Understands the game of match or team racing through one's own racing and/or umpiring experience. <i>The criteria below are only for assessment of existing IUs</i> 2. Has umpired at high-level events. 3. Is familiar with the types of boats that are typically used for match or team racing. 4. Is umpiring at an adequate number and appropriate level of events every year. 5. Has experience as a chief umpire or "lead" umpire.