



Stage 2 – Deck Referee

Name: _____ Club: _____

Needs Attention		Demonstrating Competence
Pre Meet	<input type="checkbox"/> Does not arrange to train prior to meet. <input type="checkbox"/> Arrives in time for officials' meeting. <input type="checkbox"/> Does not have pre-meet checklist or is not familiar with it <input type="checkbox"/> Fails to check that pool marshals are in place and all is in order prior to starting warm ups. <input type="checkbox"/> Arrives dressed in referee attire without prior arrangement <input type="checkbox"/> Refuses to work an assignment other than referee trainee.	<input type="checkbox"/> Arranges training with referee well in advance of meet. <input type="checkbox"/> Arrives and checks in with Referee at least 30 minutes prior to warm-ups. <input type="checkbox"/> Has and is knowledgeable of pre-meet checklist. <input type="checkbox"/> Determines that all is in order and pool marshals are in place prior to starting warm ups. <input type="checkbox"/> Is appropriately dressed. <input type="checkbox"/> Willingly takes any assignment.
Processing DQ's	<input type="checkbox"/> Reviews and verifies some DQs. <input type="checkbox"/> Does not ask the appropriate questions when investigating DQs. <input type="checkbox"/> Overturns DQs without consulting the officials involved and doesn't explain reasons for their overturn. <input type="checkbox"/> Uses non-rule book language when talking to officials and coaches. <input type="checkbox"/> Is inconsistent in the applications of the rules. <input type="checkbox"/> Does not communicate all changes with ET and/or computer operators. <input type="checkbox"/> Does not follow through with a commitment to a coach to investigate a DQ. <input type="checkbox"/> Discusses DQs openly on the deck.	<input type="checkbox"/> Reviews and verifies all DQ slips. <input type="checkbox"/> Asks the three appropriate questions when investigating DQs. <input type="checkbox"/> Consults with all officials concerned when overturning DQs and explains reasons for doing so. <input type="checkbox"/> Uses appropriate language with regards to technical rules when talking to officials and coaches. <input type="checkbox"/> Maintains consistency in application of rules. <input type="checkbox"/> Communicates changes to ET and/or computer including potential for backlog of DQs. <input type="checkbox"/> Always follows through with commitment to coach to investigate a DQ. <input type="checkbox"/> Discusses DQs only in a secure location.
Deck Protocol	<input type="checkbox"/> Started the next heat before the pool and/or officials are in place. <input type="checkbox"/> Pushes swimmers and officials to maintain the established time line. <input type="checkbox"/> Establishes his/her position and forces the starter to adapt. <input type="checkbox"/> Does not follow OSI and USA Swimming guidelines. <input type="checkbox"/> Initiated false start discussion with the starter. <input type="checkbox"/> Added swimmers without verifying registration or determining if "missing" swimmer is a meet management not coach's error. <input type="checkbox"/> Does not establish or communicate procedures to be used for all adaptive swimmers. <input type="checkbox"/> Does not have access to rule book, swim guide, and meet information packet. <input type="checkbox"/> Makes snap decisions or does not collect all information. <input type="checkbox"/> Makes unilateral decisions without seeking counsel. <input type="checkbox"/> Not open or receptive to feedback. <input type="checkbox"/> Does not identify and/or correct personnel and procedural deficiencies.	<input type="checkbox"/> Aware that the pool and officials are in place prior to starting the next heat. <input type="checkbox"/> Establishes and consistently maintains cadence reflective of time lines and personnel. <input type="checkbox"/> Permits starter to establish their position for starts. <input type="checkbox"/> Follows OSI and USA Swimming Guidelines. <input type="checkbox"/> Always allows starter to initiate false start discussion. <input type="checkbox"/> Verifies registration for swimmers entered in at the meet and determines that the "missing" swimmer is really a meet management not coach's error. <input type="checkbox"/> Communicates and implements established procedures for all adaptive swimmers. <input type="checkbox"/> Has access to rule book, swim guide, and meet packet. <input type="checkbox"/> Utilizes all information prior to resolving issues. <input type="checkbox"/> Seeks counsel before making decisions. <input type="checkbox"/> Always open and receptive to feedback. <input type="checkbox"/> Identifies and corrects personnel and procedural deficiencies.

Post Meet	<input type="checkbox"/> Leaves immediately after meet is over or without completing paper work. <input type="checkbox"/> Does not thank all the officials and volunteers. <input type="checkbox"/> Does not check in with ET, computer operator and/or meet director following meet. <input type="checkbox"/> Does not verify that meet results and/or scores are correct prior to leaving meet. <input type="checkbox"/> Does not know where meet results are kept or who to contact after the meet.	<input type="checkbox"/> Accessible at conclusion of meet and completes all paper work. <input type="checkbox"/> Thanks all officials and volunteers. <input type="checkbox"/> Performs post-meet check-in with ET, computer operator and/or meet director after meet. <input type="checkbox"/> Verifies that meet results and/or scores are correct prior to leaving meet. <input type="checkbox"/> Knows where meet results will be kept and who to contact for help.
Customer Service	<input type="checkbox"/> Demonstrates non-flexibility and non-adaptability. <input type="checkbox"/> Exhibits a non-proactive attitude. <input type="checkbox"/> Does not provide constructive comments to officials. <input type="checkbox"/> Communicates a bored disinterested attitude through body language or posture. <input type="checkbox"/> Exhibits an uptight and or frantic demeanor. <input type="checkbox"/> Has no respect for the values, beliefs, and opinions of others. <input type="checkbox"/> Displays a negative and/or indecisive attitude. <input type="checkbox"/> Micromanages the meet or does not actively build a team. <input type="checkbox"/> Does not interact with parents, swimmers, coaches and officials, or does so only occasionally or not in a positive manner.	<input type="checkbox"/> Demonstrates flexibility and adaptability. <input type="checkbox"/> Exhibits proactive attitude and actions. <input type="checkbox"/> Provides constructive comments to officials. <input type="checkbox"/> Communicate interest and engagement through posture and body language. <input type="checkbox"/> Exhibits a calm demeanor at all times. <input type="checkbox"/> Demonstrates respect for others values, beliefs, and opinions. <input type="checkbox"/> Displays a positive decisive attitude. <input type="checkbox"/> Builds a team, delegate's responsibilities, and does not micromanage. <input type="checkbox"/> Travels the deck and interacts positively with parents, swimmers, coaches, and officials.

Comments				
Training Official:	Trainer: Y N	Trainee:	Date:	

TRAINERS – CHECK ONLY OBSERVED BEHAVIORS