



Referee Rater Handbook

Lone Star Region of the USAV

Thomas Hoy

Referee Chair, Lone Star Region





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Note: Thanks to Charles Bennett and Sean Carter who contributed to this document.



Introduction

The Lone Star Region (LSR) of the United States Volleyball Association (USAV) provides an organizational structure to foster area and regional amateur volleyball competition. To complete this structure, there are several main components: 1) to teach the sport of volleyball to juniors and adults, 2) to provide practice sessions through which participants may be trained in coaching, playing, officiating and scouting, 3) to conduct area and regional volleyball competitions, 4) to act as the official representative of the USAV in this region, 5) to train candidates in the techniques of volleyball to advance to higher competition, and 6) to foster, support and conduct amateur volleyball programs anywhere the game is played.

In order to provide proper volleyball competitions, train participants, and support the sport, the LSR provides, through the USAV organization, the mechanisms of recruiting, training, and certifying officials that meet requirements established by the Lone Star Region. The LSR sanctions tournaments for members to participate in during the season that either 1) use team members to officiate at tournaments (officials' duties are completed by players, coaches, and other persons on the official team roster) or, b) use paid, uniformed USAV referees who complete their tasks at tournaments with the help of an officiating team (scorer, Libero tracker, score display operator, and line judges) that is part of the event.

Tournaments that use either 1) team members, or 2) paid, uniformed referees, to officiate are required to have trained personnel to create a fair environment, to judge on play by the rules, and to administer the rules as established by code. The rules are enforced at all of these tournaments by referees who are certified, or who are "in-progress" of being certified (up to the regional finals), using standards established by the Lone Star Region. To be certified, a referee must be a USAV member, have SafeSport certification, completed a background check, apply as a referee, attend a clinic, pass the appropriate referee exam, and have ratings completed by an approved LSR referee rater.



Referee Rating

The process of USAV referee certification includes several tasks that prepare the member to have intellectual information about the rules, techniques, mechanics and procedures (the *USAV Indoor Domestic Competition Regulations {DCR—rule book}*, clinic, exam, and further recommended study). In having an introduction to the rules through study, and additionally observing matches and watching trained referees, the referee must also pass the practical ratings needed to obtain some type of referee certification. These ratings are completed on approved forms by approved referee raters at live matches (or, in some cases, scrimmages) where the candidate displays the ability to conduct the match properly.

Referee Certification Levels

The Lone Star Region utilizes different levels of referee certification that coincide with expectations established by USA Volleyball. Each referee certification has published requirements for ratings in order to be completed. Therefore, the following referee certifications are available through the LSR:

- **Junior Referee (16 – 18 ages) – R1 & R2 ratings needed**
- **Junior Second Referee (15 & Under Players) – two R2 ratings**
- **Second Referee (adult) – two R2 ratings**
- **Provisional Referee (adult) – R1 & R2 ratings needed**
- **Regional Referee (adult) – R1 & R2 ratings needed**
- **Local Beach Referee – R1 & R2 ratings needed**

Additional information on USAV referee certification can be found in the *LSR Member's Handbook* (at www.lsvolleyball.org) and the USAV site at www.volleyballreftraining.com. **All certifications require two completed ratings.**



Who Can Rate?

The Lone Star Region establishes who can rate by certification level. The higher the referee certification a member has applied for, the higher level of certification required by the rater. An outline of who can rate which level has been created so applicants at tournaments will know who to ask for assistance. Here are the certification criteria needed to rate:

- Receive two passing evaluations on ratings from two sets--
 - Junior, Second Referee and Provisional referee candidates—must be rated by a Regional or higher certified referee (on the Lone Star Region Referee *Evaluator's Report Form*) in a tournament, scrimmage, or any event using USAV rules.
 - Regional referee candidates—must be rated by Junior National or National referee (on *USAV/PAVO Rating Sheets—R1 and R2*) in a tournament or match setting.
 - Local Beach referee candidates—must be rated by a Zonal Beach referee or higher certification (on *USAV Beach Referee Evaluation Forms*) in a tournament or match setting.

For referee candidates who will act as first referees, the USAV has established that provisional applicants will: *receive one (1) passing rating as a first referee and one (1) passing rating as a second referee from a USAV National, Junior National or Regional referee.*

For referee candidates who will only act as second referees, the USAV has recommended that junior and adult second referee applicants will: *receive two (2) passing ratings as a second referee from a USAV National, Junior National or Regional referee.*

For referee candidates who will act as regional referees, the USAV has established that regional referee chairs will establish rating requirements, and those for the LSR will be: *receive one (1) passing rating as a first referee and one (1) passing rating as a second referee from a USAV National or Junior National referee.*



Rating Forms

The Lone Star Region uses different types of rating forms for different types of referee certification. The rating forms are to document the current abilities of the referee applicant in a practical setting (such as a tournament). All referee rating forms must be sent to the LSR Referee Chair for proper scoring and documentation on WebPoint to complete referee certification by a member. The referee rating forms used by the Lone Star Region include:

- *Evaluator's Report Form (LSR)*
- *USAV First Referee Rating Sheet*
- *USAV Second Referee Rating Sheet*

All of these referee rating forms can be found at www.lsvolleyball.org under the tab "Reference" at the top of the webpage, and then by scrolling down to the topic 'Lone Star Region Forms.' Becoming familiar with the rating forms is the responsibility of the rater, and to use it well a rater should study and practice with the form in advance of utilizing it at a tournament.

Copies of these referee rating forms for your perusal can be found at the end of this document in *Attachments*.

Role and Duties of the Rater

Referee rating evaluations serve important functions in the Lone Star Region. The ratings assist the region by helping the referee become more knowledgeable of the rules code (DCR), therefore making the overall play better. The ratings allow the opportunity for the referee to get feedback through a debriefing where the applicant can ask questions, clarify rules, and confirm what they are doing right. The ratings also help the referee applicant complete the requirements for referee certification. The role of the referee rater is to provide feedback in a positive way that is accurate, and to help the referee applicant understand what was done correctly and what needs to be improved. *Keep in mind, rating is subjective.*



Professional Expectations

Referee raters are expected to act in a professional, helpful and encouraging manner. One would anticipate that raters would be knowledgeable (because they study the rules), good communicators (so they can convey the material), timely in working with candidates (so they can be precise), and present themselves as mentors (to provide leadership for someone who wants to learn).

Be aware that in your role as a referee rater, you will be placed in a position of power. You are taking on the responsibility of giving other LSR members a critique on their work as a peer. This critical analysis of a peer should be done kindly, with emphasis on 'making them better,' not putting them down or being overly negative about their work. Remember, you are the expert, and an expert is one who can 'bring someone along' and have him/her feel good about it. Make sure you have the best interests of your peer and our region when you are a rater.

Here are some characteristics we expect our raters to have:

- Honesty--without belittlement or sarcasm
- Strong communication skills--without demeaning the candidate
- Balanced--giving positive and negative feedback
- Respect for Confidentiality--this is a personnel issue and peer evaluation
- Unbiased--avoiding all the problems of sexual remarks, racial remarks, obscene language, inappropriate behavior, not being composed, not being consistent, or using this opportunity to gain some kind of advantage with a coach or club

Methodology

The Lone Star Region anticipates that the rater will be prepared before they arrive at a facility to rate other referees. We refer you to the "Study Materials for Referee Raters" section of the *Attachments* in this document for additional support in your study.



The steps to ensure that you have the materials needed, manner of proceeding once you arrive, and process of completing the form, are as follows:

- Communicate with the Tournament Director more than a week in advance to verify a) when you will be there, b) how long you are staying, c) and what facility you will be reporting to that day.
- Tournament Directors are listed at www.lsvolleyball.org under the tab “Juniors” and then scroll down to find your event and the club’s website for email info.
- Go to www.lsvolleyball.org and use the tab “Reference” to scroll down and find the rating sheets used by the LSR.
- Make copies of the rating sheets you need in ample supply (scrap paper works great), and put them in a portfolio, folder and bag so they can be kept private.
- Print a copy of the “*Request for Referee Rating*” form at the LSR website so you can document who you rate and send it to the Referee Chair.
- Dress appropriately, not in a referee uniform, but more like the Head Referee or Court Manager (slacks, polo shirt, jacket, sneakers).
- Bring your DCR, Casebook and Comparison sheets in case you need to show someone the rules; have your documents on hand if challenged.
- Arrive on time as scheduled and contact the Tournament Director or Court Manager, as they may have a list of applicants that need ratings.
- Introduce yourself to the coaches at the event by walking around the facility and ask them 1) do they need a referee rating, and 2) do they have any questions about the rules.
- When rating an applicant, do not intervene in the match at all, as that is not your job; observe from a strategic position and move some as needed.
- Be attentive. This is a mindful work that requires the rater to observe carefully, write precisely, and just rate on what you see.
- Be aware that you have preferences about techniques/mechanics, so quote the DCR or tell the applicant that what you are saying is your “preference.”



- If you are not sure about a rule, technique or mechanic, tell the applicant you will get back with him/her after you consult with others—follow through.
- The observation and rating process includes: a) having the applicant fill out the rating form heading, b) watching a couple of minutes to get a feel for the referee, c) making notes on the rating sheet in the “Comments” section using + and – to indicate a positive remark or negative remark, d) using the check boxes to indicate the most common errors, e) completing the location, date, teams, level and evaluator section of the form, and f) decide on a pass or fail for the applicant and mark the rating recommendation.
- After completing the rating form, conduct a debrief with the applicant after the match, or later that day (depending upon the availability of the ratee).

After one set, or 15-20 minutes, you will have sufficient comments and information to share with the applicant. It is important in a learning environment that we do not overwhelm the applicant with information. So, write down and emphasize three positive factors and three challenges to cover in the debrief. We are all about making the referee better, and sometimes that is making a crack in the wall, not breaking the building down. Using consistent comments on the LSR and USAV referee evaluation forms will help us in debrief.

Some short positive comments may include (+):

Good whistle	Nice Focus	Great Court Awareness
Good Pre-Match	Good Work with R1/R2	Attention to Ballhandling
Great Backrow Calls	Nice Communications	Signals and Mechanics
Attention at the Net	Match Tempo	Good Match Control
Work with Crew	Defused Conflict	Thanked entire crew



Some short challenge comments may include (-):

Whistle Louder	Improve Watching Ball	Use Kind Communication
Improve Signals	Separate Signals	Whistle sooner--end play
Better Transition	Don't Watch Server (R2)	Don't Watch Ball to Apex
Work on Seeing Backrow	Stay with the Net (R2)	Better Court Awareness

One of the hardest decisions a rater has to make is whether the applicant is going to pass or fail. The decision to pass or fail someone is largely based upon the applicant's current certification, experience and presentation. So, a decision to pass a Junior Referee applicant is much different from a decision to pass a Regional Referee. Here are some LSR criteria and expectations used to decide if an applicant is going to pass or fail:

Junior, Provisional Coach, or Second Referee Applicants—

(They need to do most of these things, if they don't have a clue—no pass)

Can they get the match going and conduct pre-match coin toss?

Do they use a whistle properly (and loud enough) to start and stop each rally?

Do they use the proper signals and sequence?

Do they have a basic knowledge of the rules?

Do they allow time for subs, time-outs, and Libero exchanges?

Do they call the obvious ballhandling faults for their age group?

Are they fair in their administration of the duties in their position?

Uniformed, Paid Provisional Applicants—

(They need to be able to do almost all of these things to pass)

Are they wearing the correct USAV uniform?

Do they use proper signals and sequence?

Do they have a loud whistle and stop play appropriately?

Do they have a good knowledge of the rules and can apply them?

Do they understand the rules relative to Libero play?

Recognize requests and allow time for subs, time-outs, and Libero exchanges?

Do they make most obvious ballhandling calls, net faults, and position faults?



Regional Referee Applicants—

(They need to be able to do all of these things to pass)

Can they demonstrate exceptional time-management skills?

Do they complete all pre-match activities?

Do they have very good mechanics and sequence?

Do they make consistent ballhandling, net, center line, and antenna calls?

Do they whistle loudly as soon as a fault occurs?

Do they have a very good working knowledge of the rules and can apply them?

Do they recognize back-row faults (attack, block, Libero)?

Do they know how to transition as R2?

Do they have a working knowledge of the score sheet?

Can they overrule support officials when needed?

Do they follow USAV protocols, procedures, techniques and mechanics?

Can they recognize positional and rotational faults?

Do they work easily with the entire officiating crew?

Can they listen and communicate with coaches in tense situations?

There are additional criteria for provisional and regional referees listed at www.volleyballreftraining.com and using the tab “Certifications,” and then the tab “Indoor Officials Certifications.”

Rating Debrief

The debriefing of the rating should occur right after the match, or in some cases where the coach/player has to play again, later in the tournament. This is an opportunity for the rater to use good communication, instruction and direction to show the applicant that the rater knows the rules, mechanics and techniques. This is an opportunity for the rater to shine and help the applicant become a better referee (even if in small ways), to enlighten them (not discourage them), and all the while using good public relations so we as referees provide a value-added ingredient to the event. As someone once said, “Teach, don’t Preach.”

The rating debrief should not last more than 5-10 minutes with newer referee applicants, and it is often a quick review of the comments, check boxes, and “you



passed” or not, because players and coaches have other responsibilities during the tournament. It is also a time to answer questions and let them know you are a resource. Do not “beat” applicants up about not doing something, but rather remind them of the responsibility and give them advice on how to do it better.

Be mindful of who you are talking to, and adjust the delivery and comments accordingly. For a junior referee applicant, use a soft approach pointing out first what they are doing well, and do not overwhelm them with technical data and philosophical points. With a seasoned referee, lead the discussion from the beginning to end, and be frank in what was done successfully and what needs to be fixed. Ask the seasoned referee applicants to save questions until the end.

In rare occasions the referee applicant may not be receptive to the debriefing and may want to just get the rating so they can get certified. We may try to convince them that we are all trying to improve as referees for the betterment of the game, but if that does not work, then let them go. At least, let them know they passed and, hopefully, they will read your comments. In other instances, the applicant may not have time within your ‘rating window’ to get a debrief--in these situations leave the rating sheet for the applicant with players, or other club coaches, and ask them to have the applicant read the comments carefully.

The debriefing should be held privately and not with a group of people listening to the comments. Often pulling the newer applicant to an area near the court for a few minutes will work, but be careful with your gestures and non-verbal communications not to appear that you are demeaning and yelling at them. Be careful not to criticize other officials, the working team crew, court managers or tournament directors during the debrief, as this will not be productive - stay positive. If there are severe problems caused by the referee applicant, please inform the Head Referee and Referee Chair, as needed, to prevent difficulties in the future. Remember, we are trying to improve our referees a little at a time, so cover the three challenges, three or more positives, questions, and any special situations that occurred during the match.



When debriefing is held with a regional referee it should be done in a “sit down” environment where you will take a little more time in discussing the finer points of officiating, application of the rules, the art of officiating, and how to improve. You may start by asking how they think the match progressed or even ask the R1 to conduct the debrief. At the end, you may want to ask for their self-evaluation and answer any questions they bring up. This is a time for rater assessment, to see if the regional applicant sees occurrences that took place during the match the same way the rater does. Take the time to cover all content areas on the USAV Rating Evaluation forms with the applicants, and do not grade the evaluation sheet until after the debrief is completed.

With the 2019 USAV Referee Evaluation forms, everyone starts with a “3,” and depending upon how they do, they can move down to a “1” or “2,” or move up to a “4” or “5.” A score of “1” or “2” needs short notes of explanation, a “1” is a failure, and a “4” or “5” is very good to exceptional work and should be used sparingly with new regional referee candidates. The overall grade is placed in the “Result” box using the criteria outlined on page eleven.

In rare occasions when a regional applicant shows disgust, has conflict with what you are telling them, becomes disruptive, shows contempt or becomes demeaning toward the rater, stop the debrief and explain that is not to be tolerated—if it continues, end the debrief and the applicant fails. Do not tolerate dissent toward the rater, you are the teacher and are due respect for what you are doing. As members of the National Rating Team have stated, “the outcome is a monologue, not a dialogue.”

Summary

The role of the Referee Rater is to give feedback and establish integrity with all levels of the referee applicants. We will all get better together, or we will not get better together, and this keeps the game from progressing. The rating experience is the practical application of what the candidates have learned through clinics,



exams and watching other referees, and demonstrates that the candidate can take intellectual information and apply it in a live match. We have established unique rating forms and require a certain number of ratings, so evaluation at different levels can be accomplished distinctly. The Lone Star Region uses USAV criteria and other elements to determine if referee certification is completed or not, and the input of the rater is a critical part of assessing if the referee applicant is successful or not in getting certification. Referee certification in the LSR qualifies individuals to referee anywhere in the United States using USAV rules from the DCR, and we are responsible for determining whether or not a referee is prepared and has the skills needed to officiate in the region or elsewhere. It falls upon the rater to determine if the referee applicant is ready for the next patch (certification).

The Lone Star Region Board of Directors and I thank you for your help and expertise in rating and making our volleyball referees some of the best in the country. By assisting our referees in getting better and completing certification, you are advancing the game of volleyball for everyone.



Attachments

1. Lone Star Region "Evaluator's Report Form" - p. 16
2. Nicely Completed LSR Rating Form – p. 17
(Good info, all clearly written, complete data)
3. *Improperly* Completed LSR Rating Form – p. 18
(Name is not clear, no date/club/rater, wrong DOB, no notes of clarifying value, not what we need to help referee improve)
4. "Request for Referee Rating" form – p. 19
(Used at tournaments to document who you rated--send request form to Referee Chair, & give rating form to referee)
5. "USAV First Referee Evaluation Sheet" – p. 20-21
6. "USAV Second Referee Evaluation Sheet" – p. 22-23
7. "2019 Junior National Candidate Program Staff Notes" – p. 24
8. "Study Materials for Referee Raters" – p. 26



Evaluator's Report Form

MAIL TO: Thomas Hoy - Referee Chair
Lone Star Region - USA Volleyball
3019 Nantucket, San Antonio, TX 78230
thoy@satx.r.com



Name (Print) _____ D.O.B. _____

Team Affiliation _____ eMail _____

1st REFEREE		2nd REFEREE
_____	Match Protocol Pre-game Meeting Warm-up Begin & End of Game Court Change	_____
_____	Match Control Overall Time Outs Substitutions Benches/Spectators Sanctions	_____
_____	Whistle	_____
_____	Signals Visibility & Accuracy	_____
_____	Player Alignment	_____
_____	Back Row	_____
_____	Net Fouls	_____
_____	Reaction Time	_____
_____	Ball Handling	_____
_____	Communication	_____
_____	Appearance/ Demeanor	_____
_____	Attitude	_____

Rating System:

+ Excellent ✓ Satisfactory - Needs Improvement

R1 Comments:

Louder Whistle Higher Signals
 Whistle as soon as play ends Separate Signals

Location _____ Location _____

Date _____ Date _____

Home _____ V.S. _____ Visitor _____
Home _____ V.S. _____ Visitor _____

Level of Match		Level of Match	
Open <input type="checkbox"/>	BB <input type="checkbox"/>	Open <input type="checkbox"/>	BB <input type="checkbox"/>
AA <input type="checkbox"/>	B <input type="checkbox"/>	AA <input type="checkbox"/>	B <input type="checkbox"/>
A <input type="checkbox"/>	Junior <input type="checkbox"/>	A <input type="checkbox"/>	Junior <input type="checkbox"/>
Women <input type="checkbox"/>	Men <input type="checkbox"/>	Women <input type="checkbox"/>	Men <input type="checkbox"/>

Evaluator _____	Regional <input type="checkbox"/>	Evaluator _____	Regional <input type="checkbox"/>
Evaluator's Rating:	Jr.National <input type="checkbox"/>	Evaluator's Rating:	Jr.National <input type="checkbox"/>
	National <input type="checkbox"/>		National <input type="checkbox"/>

Signature of Candidate

Current Rating	None <input type="checkbox"/>	Junior <input type="checkbox"/>	Provisional <input type="checkbox"/>	Regional <input type="checkbox"/>
Recommendation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

R2 Comments:

Transition Give court back
 Don't follow ball Don't watch server

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REV 08/17 Crane-RefRptLS.CDR



Evaluator's Report Form

Name (Print) JOE GARZA DOB 2-9-75
Team Affiliation FLASH VBC eMail: JoeG@gnmail

MAIL TO:
Thomas Hoy
Referee Chair
Lone Star Region
USA Volleyball
3019 Nantucket
San Antonio, TX 78230



1st REFEREE

- Match Protocol
- Match Control
- Whistle
- Signals
- Player Alignment
- Net Fouls
- Reaction Time
- Ball Handling
- Communication
- Appearance/Demeanor
- Attitude

2nd REFEREE

- Match Protocol
- Match Control
- Whistle
- Signals
- Player Alignment
- Net Fouls
- Reaction Time
- Ball Handling
- Communication
- Appearance/Demeanor
- Attitude

Rating System:
+ Excellent ✓ Satisfactory - Needs Improvement

R1 Comments:

+ Good work and communication with work team
+ Nice Match Tempo
+ Timely calls to stop play
+ Attitude

- Improve ball handling calls when ball twists and comes out sideways, blow whistle
- Minor changes to "t.o." and "In" signals
- Scan more on dead balls

- Louder Whistle
- Higher Signals
- Whistle as soon as play ends
- Separate Signals

R2 Comments:

+ Great job with girls at scorer table
+ Good "ready" signal
+ Got the net calls right
+ Good whistle tone

- watch the setter until serve is made, she leaves early
- Know your setter, she was back row when she dumped the ball
- continue to work on transition

- Transition
- Give Court Back
- Don't follow ball
- Don't watch server

Location Poth Rec Center Location BUBA ARENA
Date 4-14-18 Date 4-21-18
Blue v.s. Red G Girls v.s. Smart Ones
Home Visitor Home Visitor

Level of Match

- Open
- AA
- A

- BB
- B
- Junior

Women

Men

Level of Match

- Open
- AA
- A

- BB
- B
- Junior

Women

Men

Evaluator J. Jones
Regional
Jr. National
National

Evaluator Walter Sikes
Regional
Jr. National
National

[Signature]
Signature of Candidate

Current Rating
Recommendation
None
Junior Olympic
Provisional
Regional



Evaluator's Report Form

Name (Print) Mary Coulter

Team Affiliation _____

MAIL TO: Thomas Hoy - Referee Chair
Lone Star Region - USA Volleyball
3019 Nantucket, San Antonio, TX 78230
thoy@satx.r.r.com

D.O.B. 9/3/18

eMail M.Coulter2022@yahoo.com



1st REFEREE

2nd REFEREE

- | | | |
|-------|-------------------------|-------|
| _____ | Match Protocol | _____ |
| _____ | Pre-game Meeting | _____ |
| _____ | Warm-up | _____ |
| _____ | Begin & End of Game | _____ |
| _____ | Court Change | _____ |
| _____ | Match Control | _____ |
| _____ | Overall | _____ |
| _____ | Time Outs | _____ |
| _____ | Substitutions | _____ |
| _____ | Benches/Spectators | _____ |
| _____ | Sanctions | _____ |
| _____ | Whistle | ✓ |
| _____ | Signals | _____ |
| _____ | Visibility & Accuracy | _____ |
| _____ | Player Alignment | _____ |
| _____ | Back Row | _____ |
| _____ | Net Fouls | _____ |
| _____ | Reaction Time | _____ |
| _____ | Ball Handling | _____ |
| _____ | Communication | ✓ |
| _____ | Appearance/
Demeanor | _____ |
| _____ | Attitude | ✓ |

Rating System:

+ Excellent ✓ Satisfactory -- Needs Improvement

R1 Comments:

Good work
Good job
Good job

- Louder Whistle Higher Signals
 Whistle as soon as play ends Separate Signals

R2 Comments:

Keep Working on It

Location _____ Location _____

Date _____ Date _____

Williams Home vs. ANA Visitor

Level of Match

- Open BB
AA B
A Junior

Women Men

Level of Match

- Open BB
AA B
A Junior

Women Men

Evaluator _____

Evaluator's Rating: Regional
Jr.National
National

Evaluator Pro Ref

Evaluator's Rating: Regional
Jr.National
National

Signature of Candidate _____

Current Rating: None Junior Provisional Regional
Recommendation: None Junior Provisional Regional

- Transition
 Don't follow ball

- Give court back
 Don't watch server



Lone Star Region

REQUEST FOR REFEREE RATING

Date:	Location:
-------	-----------

Tournament:

Rater:

Referee Name	Team	Age group	R1 - pass √	R2 - pass √	R2 - pass √	Time range - officiate	Ct #

Design/Format: T. Hoy



USAV FIRST REFEREE EVALUATION

Referee: _____ **Date:** _____
Event/Site: _____ **Partner:** _____
Level of Play: _____ **Time/Court:** _____ **Teams:** _____
Observer: _____ **Match Scores:** _____
Match Difficulty: ____ 1 - Few decisions, little pressure 2 - Average match 3 - Decisions numerous and difficult; high pressure

Evaluation Key

1 - Insufficient	Numerous errors, little control, more experience necessary	Result
2 - Needs Work	Some mistakes, average control. significant polishing needed	
3 - Good	Few mistakes, good control, only minor improvements necessary	
4 - Very Good	Almost no mistakes, very good control	
5 - Outstanding	Exemplary, strong role model	
Strengths:	Outstanding, Very Good	
Areas for Improvement:	Needs Work, Insufficient	

CATEGORY	1	2	3	4	5	NOTES
Professionalism 1. Appearance, image 2. Personality; respectful, approachable 3. Communication skills 4. Recovery & unusual situations 5. Presence & confidence 6. Attitude & demeanor 7. Rules knowledge a. Spirit & intent b. Current interpretations/application						
Organization 1. Pre-match duties a. Briefings with officiating team b. Equipment & court inspection c. Captains' meeting & coin toss 2. Warm-ups & match protocols 3. Punctuality/time management 4. Set intervals/intermission 5. Post-match duties a. Scoresheet & score entry b. Game ball control c. Debrief with officiating team						
Signals/Mechanics/Techniques 1. Use of official hand signals a. Correct signal for fault b. Clear, crisp 2. Signal sequence/cadence/timing 3. Whistle use a. Timing b. Clarity, loudness, quality 4. Game interruptions a. Substitutions b. Time-outs 5. Uses current officiating techniques						
Positioning/Focus 1. Changes focal point appropriately 2. Sees each ball contact 3. Quick adjustments 4. Establishes best position to judge play 5. Scanning, before beckon / after rally 6. Centering; eye contact 7. Eye movement, stays ahead of ball						

Candidate's Signature: _____ **Date:** _____

Revised June 2019



USAV FIRST REFEREE EVALUATION (cont'd.)

CATEGORY	1	2	3	4	5	NOTES	
Match Management 1. Assures participant safety 2. Attention to details 3. Cooperation; interactions/engagement a. With participants b. With partner c. With line judges d. With scorers e. With tournament staff 4. Misconduct warnings & sanctions 5. Delay warnings & sanctions 6. Appropriate preventive officiating 7. Bench awareness and control 8. Match tempo 9. Adjusts to level of play 10. Court awareness a. External interference or influence b. Injury situations 11. Decisive; quick reactions 12. Anticipation 13. Consistency a. Ball control/ball handling b. Rules application							
Judgment 1. First team hit 2. Setting/second hit 3. Passing, including net/block recovery 4. Tips and attacks 5. Touches, including 4 hits 6. Blocking 7. Illegal attacks 8. Illegal blocks 9. Reaching beyond the net 10. Antenna decisions 11. Screening 12. Position/rotation faults, serving team 13. Net faults/non-interfering contact							
Match Decisions 1. Ball handling / ball control 2. Back-row faults a. Attack b. Block c. Involving Libero 3. Net play a. Reaching beyond the net b. Net contact / fault or no fault c. Interference	First contacts		Setting		Third contacts	BRA/BRB/Lib	Net Play
Match Decisions Key: P – Pass (catch) / P2 – Pass double hit S – Set (catch) / S2 – Set double hit T – Tip N – Net	Match Decisions Key: BRA – Back-row attack BRB – Back-row block RON – Reaching over the net			Match Decisions Key: + Good call -- Missed call X Should not have been called 0 Appropriate no-call			
General Match Comments/Points of Emphasis: 							



USAV SECOND REFEREE EVALUATION

Referee: _____ Date: _____
 Event/Site: _____ Partner: _____
 Level of Play: _____ Time/Court: _____ Teams: _____
 Observer: _____ Match Scores: _____
Match Difficulty: _____ 1 - Few decisions, little pressure 2 - Average match 3 - Decisions numerous and difficult; high pressure

Evaluation Key

1 - Insufficient	Numerous errors, little control, more experience necessary	Result
2 - Needs Work	Some mistakes, average control, significant polishing needed	
3 - Good	Few mistakes, good control, only minor improvements necessary	
4 - Very Good	Almost no mistakes, very good control	
5 - Outstanding	Exemplary, strong role model	
Strengths:	Outstanding, Very Good	
Areas for Improvement:	Needs Work, Insufficient	

CATEGORY	1	2	3	4	5	NOTES
Professionalism 1. Appearance, image 2. Personality; respectful, approachable 3. Communication skills 4. Recovery & unusual situations 5. Presence & confidence 6. Attitude & demeanor 7. Rules knowledge a. Spirit & intent b. Current interpretations/application						
Organization 1. Pre-match duties a. Briefings with officiating team b. Assist w/ equip & court inspection c. Captains' meeting 2. Warm-ups & match protocols 3. Punctuality/time management 4. Set intervals/intermission 5. Post-match duties a. Scoresheet & score entry b. Game ball control c. Debrief with officiating team						
Positioning/Focus 1. Positioned to see receiving team 2. On blocking side during play 3. Views blockers and attackers 4. Sees plays develop 5. Proper distance from net support 6. Appropriate secondary transitions 7. Purposeful transitions & adjustments 8. Eye movement a. Narrow to wide focus b. Does not follow ball 9. Centering; eye contact 10. Clearly visible to first referee						
Judgment 1. Net faults/non-interfering contact 2. Center line penetration, interference 3. Position faults, receiving team 4. Illegal attacks 5. Illegal blocks 6. Touch assistance, including 4 hits 7. Antenna decisions						

Candidate's Signature: _____ Date: _____

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USAV SECOND REFEREE EVALUATION (cont'd.)

CATEGORY	1	2	3	4	5	NOTES
Match Management 1. Assures participant safety 2. Attention to details 3. Cooperation; interactions/engagement a. With participants b. With partner c. With line judges d. With scorers e. With tournament staff 4. Line-up checks, preset / team requests 5. Misconduct warnings & sanctions 6. Bench awareness & control 7. Delay warnings & sanctions 8. Appropriate preventive officiating 9. Match tempo 10. Adjusts to level of play 11. Court awareness a. External interference or influence b. Injury situations 12. Decisive; quick reactions 13. Anticipation 14. Consistency a. Net play, center line b. Rules application						
Signals/Mechanics/Techniques 1. Use of official hand signals a. Correct signal for fault b. Clear, crisp 2. Signal sequence/cadence/timing 3. Whistle use a. Timing b. Clarity, loudness, quality 4. Game interruptions a. Substitution procedures b. Time-out procedures 5. Discreet assistance/signals to R1 6. Court & bench scanning 7. Deciding set court change 8. Uses current officiating techniques						
Match Decisions 1. Net contact / fault or no fault 2. Centerline / interference, safety 3. Receiving team positional faults 4. Back-row faults a. Attack b. Block c. Involving Libero	<u>Net contact</u>		<u>Centerline</u>		<u>Position faults</u>	<u>BRA/BRB/Lib</u>
Match Decisions Key: N – Net CL – Center line OP – Out of position, overlap	Match Decisions Key: BRA – Back-row attack BRB – Back-row block			Match Decisions Key: + Good call – Missed call X Should not have been called 0 Appropriate no-call		
General Match Comments/Points of Emphasis: 						

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USA Volleyball 2019 Junior National Candidate Program Staff Notes

GENERAL COMMENTS

- Attire: Casual professional. Khaki pants are fine. No jeans or flip-flops.
- There are no “0” matches! For matches that have few decisions/challenges and little pressure, the candidates must perform well. Focus on their signals/mechanics, teamwork, eye contact and communication.
- Be at your court to observe captains’ meeting and warm-ups.
- Do not discuss a candidate’s status with anyone -- the candidate’s ref chair or commissioner, fellow referees, or tournament staff. Those conversations take place only among our team.
- We must speak with a unified voice when discussing techniques, protocols and procedures that are specifically covered by USAV; same for rules and interpretations. We should use the phrase “the USAV technique/protocol/mechanic is...”. When in doubt, please ask directly as opposed to asking another staff; it’s better to get information from one source.
- The process may include some training opportunities, but ultimately each candidate must demonstrate that they have come prepared. They must show the ability to adapt/adjust during the process.
- We are evaluating each candidate’s cumulative body of work. This is a different approach than we’ve used in the past. It is possible to “fail” an evaluation but still “pass” the overall process. This does not mean we are lowering our standards or expectations. We are looking for strengths that are consistent with national-level work while recognizing mistakes may happen.
- Complete all preliminary information at the top of the rating sheet!!
- Three pairs of evaluation matches, PLUS we hope to be able to offer candidates at least one pair of “paid” matches after their first round of evaluations. This gives them a chance to work on things before their next evaluation. A fourth pair of matches will happen on the morning of Day 3 during which our team will make final reviews/decisions.
- Be social. Mix and mingle with fellow referees!

DURING AN EVALUATION

- Be aware of your surroundings and those sitting near you, including in the workroom; avoid commentary that may be overheard by any candidate, another referee, or a spectator; keep your notes/evaluation forms covered; turn in forms immediately.
- Watch a few points in the match to “absorb” before beginning comments.
- Do not become involved in a match or offer feedback while a match is in progress.
- If a protest occurs, do not become involved unless asked by a Head Referee.
- Coaches who know us may turn to us to ask questions or to complain about a referee that we’re evaluating. Be wary of these situations – candidates watch us.
- A single signaling error is not worthy of comment during a debrief – we all make a mistake from time to time; identify signals that are consistently done incorrectly.
- Change your perspective/move around the court so that you can get different angles on the play. It is acceptable to sit near the scorer’s table if space permits.

DURING THE DEBRIEF

- NEW Procedure: The R1 for each match will lead a debrief with her/his partner. Allow them to talk about the match, i.e., things they did well, things they could have done better. Listen as they talk. Determine their



communication skills, analytical skills, rules knowledge, etc. Depending on their experience level, you may need to guide them. Allow them to ask you questions about the things that are important to them. More learning will take place if we allow them to direct the conversation. Ensure important match situations are discussed but avoid “preaching.” We want more dialog when appropriate; less concern about time constraints. Make sure they get what they need.

- We can have differing opinions and preferences for transition styles, communication styles, methods for handling unusual situations, etc. We should clarify this by saying, “My preference is...” or “What I do/have done...”.
- A passing performance on-court can turn into a failing performance off-court (Professionalism category) if a candidate is argumentative, has a bad attitude, is not receptive to feedback, etc.
- Be mindful of your words during the debrief. For example, “you’re doing fine” or “you’re struggling” can be easily misunderstood. Limit your comments to the specific matches you observed and don’t give any indication of how a candidate is doing overall.
- Although we want more dialog, do not overwhelm candidates with information. Summarize each match with two or three points of emphasis will help them improve their next evaluations; record these at the bottom of the second page in the General Comments/Points of Emphasis box.
- Do not debate or become outwardly frustrated during the debrief. Remain calm and stay focused; don’t let the conversation stray. If a candidate is defensive or not receptive, do not drive the point home; let this attitude/demeanor be reflected in their evaluation (Professionalism category). If you have concerns that any candidate may be argumentative, ask another staff (or me or Pati) to join you in the debrief.
- Use phrases like “From my perspective,” or “From where I was sitting.” This avoids the wrong perception.
- Be aware of candidates who tend to justify decisions or make excuses.
- Be mindful of any comments you make on the evaluation forms. Candidates and their respective ref chair may receive copies of these.
- Make note of any techniques/procedures that might be areas of concern, especially if you see it among multiple candidates. We’ll include them as POE next year.
- Candidates will sign the sheets at the end of the process; do not ask them to sign after each debrief. NO RESULT should be included on the sheets before the debrief.
- During the debrief, put your cell phone away unless you are using it to show the candidate a video or photo of their performance.
- Important reminder: If a candidate is not going to pass, it must be clearly reflected on the evaluation sheet(s).
- There should probably be very few “Outstanding” scores; outstanding doesn’t leave much room for growth. Insufficient means there’s a real problem.



Study Materials for Referee Raters

The Referee Rater will be called upon to make decisions on whether or not the referee applicant can display a practical application of the rules in a live match. To facilitate this action the Referee Rater will have to know the rules, and need to be comfortable about explaining them. That means you are going to have to study and be a student of the game. Here are the documents you must study and be familiar with (at a minimum) prior to starting your work as a Referee Rater:

2019-2021 USAV Domestic Competition Regulations (Draft)

https://volleyballreftraining.com/includes_rules_interps/indoor/2019-2021%20USAV%20Indoor%20Rules%20Book%20Draft%201.pdf

USAV Indoor Casebook

https://www.volleyballreftraining.com/includes_rules_interps/indoor/15-17%20Casebook%202-15-17%20FINAL.pdf

2019 USAV Rule Summary Comparison Sheet

https://pavo.org/Portals/0/docs/2019_RuleComparison_NCAA-NFHS-USAV_FINAL.pdf

The following material is at www.volleyballreftraining.com, under the tab “Certifications,” and then the tab “Indoor Officials Certification.” Please review this material as an LSR referee rater:

- **To be certified as a Provisional referee**
- **To be certified as a Regional referee**
- **Minimum Standards for Junior Second referee**

For Regional Referee raters (Junior National and National), please review materials by going to www.volleyballreftraining.com, then the tab “Resources,” then the tab “Indoor Officiating Resources,” then the tab “USAV Referee Rating Forms,” then look at the sections on “Instructions,” and “Criteria” for R1 and R2. Thanks!