





Benefits to a Development Plan

- **Individual**
 - **Consideration for promotion**
 - **Strengthen current skills and abilities**
- **Organization**
 - **Succession planning**
 - **Development members to meet local needs**

Development Planning Steps

- **Assessment**
 - Self Assessment
 - SWOT (organization or personnel)
- **Goals**
 - SMART
- **Progress**
- **Reassessment**

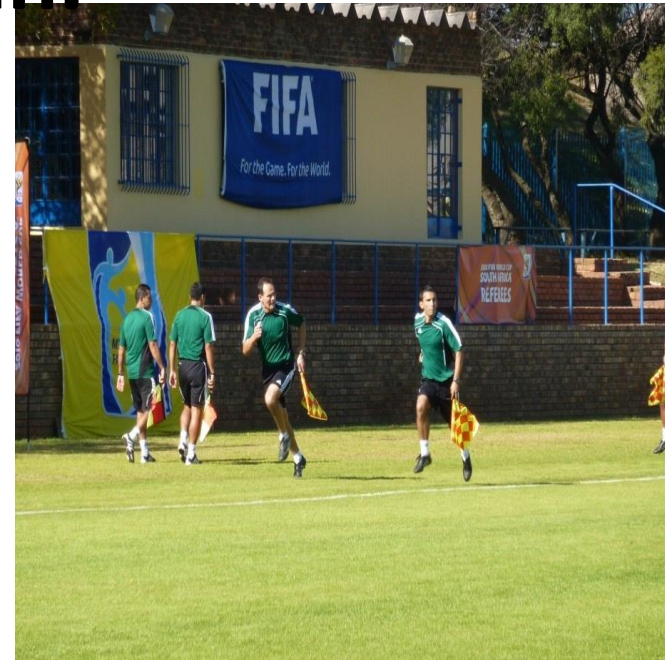
IN-CLASS vs PRACTICAL TRAINING

Your on-field performance will improve if you

- Ultimate goal to do practical training

evaluate elements of your own performance to objectively

- Ability to demonstrate the correct way
- Similar drills in relation to experience
- **Stoke the fires from within.**
- Game situations / realistic scenarios
- **Motivation.**
- Repetition is key
- **Critical self-evaluation**
- Instant feedback
- **Feedback: a cycle**
- High expectations
- **Goals & Objectives**
- **Examples of how**
- **What to do with it**



Stoke the fires from within.

- **Human need to learn**
- **People wish to effective**
- **People are, by nature, reflective**
- **We stoke our fire from within!**

Critical self-evaluation

- **Nobody knows better than you do.**
- **You are the one with the greatest vested interest.**
- **You know when you've screwed up...what are you going to do about it?**
- **You know when you've done well...enjoy it!!!!!!**

Self Assessment

- **Self Assessment**
 - **List 10 qualities/characteristics/traits for an excellent official (Generate four with group)**
 - **List 10 concrete ways to demonstrate each criteria**
 - **Must be tangible, measurable to be able to track growth (one criteria per group)**



JOURNAL ENTRY

League _____ **Date** _____

Game _____ **vs** _____ **Time** _____

Location _____

Goal /Objective for this game

Positive outcome(s)

Areas of concern

Game situation/rulings

Comments crew /observer/Supervisor/Evaluator

For next game

SWOT ANALYSIS

	Helpful to achieving the objective	Harmful to achieving the objective
Internal origin (attributes of the organization)	S Strengths	W Weaknesses
External origin (attributes of the environment)	O Opportunities	T Threats

**Convert Dreams
to reality
Be SMART**

Based on presentation prepared by Dave Hutton

What would the ideal official be in the perfect world?

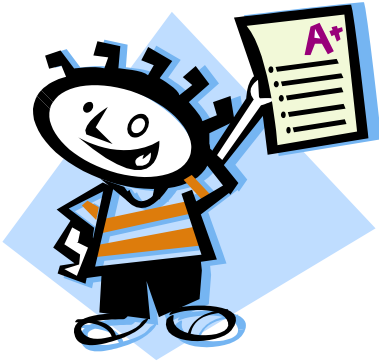
- Outstanding rule knowledge both in written exams and applications on the field
- Excellent knowledge and application of mechanics for all positions regardless of crew size
- In outstanding physical condition, looks good in uniform (should be the poster boy for CFOA) and effortlessly covers every play
- Respected member of Association called upon for teaching, developing and evaluating officials.
- Be at the highest rung on the “officiating ladder.”





How does a “dream” become a reality?

- Identify the components of your dream
 - How can you get from where you are today to your ultimate location (Long term goal)
 - What intermediate steps may you need to take to get there (intermediate goals)
- Analyze your strengths and weaknesses(self – evaluation)
 - How do you work on your weaknesses to overcome potential obstacles (short term goals)
- How do you know you have attained your dream?



Developing the Improvement Plan

- to succeed you need to set goals
 - without goals, there is a lack of focus and direction
- identified benchmarks along the way determine the level of success/progress
- You need to commit to reaching goals to a certain standard and in a reasonable amount of time
- A dream or a goal without a plan of how to get to the end state remains a dream





Smart Goals Worksheet



(Specific, Measurable, Achievable)

Goal Statement:

What do I need to do to reach this goal?:

Where am I now?:

Obstacles:

Solutions

POSITIVE EFFECTS OF MENTORING

Go to Mentoring Presentation

Video Study



Video Study

**A Preparation Tool to help improve your
Judgment on the Field**

- **review rules, mechanics, and philosophies**
- **review important officiating concepts, see more and different plays.**
- **easier to make a tough call on game day if you've seen that play, or something similar, on film.**

Sources of Video

- **Highlight plays from the weekend's CFL ,CIS, NCAA or NFL games.**
- **Record games, highlight shows, or find them on the internet.**
- **Copies from teams**
- **Record yourself**

Using Plays under review

Pay attention to plays under review,



these tight plays are scrutinized even more.



Analyze these plays from your perspective.

How would you officiate the play if you were on the field?

Visualization

You can take this a step further by visualizing variations on the play.

Example

You may be watching a defensive pass interference play where the **defender contacts the receiver without playing the ball.**

Now ask yourself,

if the defender looked back toward the ball, would you still call the foul?

Go through different situations in your mind with **the defender looking back at different times.**

If the **defender contacts the receiver first and then looks back** just as the ball arrives, do you have something different?

Visualizing these plays and analyzing your reaction and judgment will better prepare you for when you see it on game day.

Watch Video of Yourself

If possible, review film of yourself. There is no better feedback than watching film of your work on the field.

Be sure to critique your calls and no-calls.

Does the film verify what you saw on the field?

If not, ask yourself why you saw something different during the game.



Review tight plays out of your area

Would you have called something different if the play occurred in your area of responsibility?

Visualize the play, your reaction, and your call.

By doing that, you will have gained some experience even though you didn't see the play in the game.

You will be better prepared when you see a similar play in live action.

THANK YOU!