



Soccer Officials Evaluation Program

*Training Webinar
12 Oct 2023*



Our goals for tonight

We're rolling out the new PIAA Officials' Evaluation Form

- **Review the expected protocol for conducting evaluations**
- **Walk through the new form**
- **Reinforce expectations regarding grading**



Key concepts

**Expected evaluator protocol is known to be effective
(discourage 'surprise' assessments!)**

More consistent evaluations statewide

- **Refinement and clarification of evaluation criteria**

Tailor the program to the unique priorities of the interscholastic game



Evaluation protocol

Expected evaluator protocol includes:

- **Pregame introduction**
- **Postgame debrief**

Evaluation purposes:

- **'Coach' our officials**
- **Provide effective feedback to PIAA**
- **Narrow disparities in evaluation results**



PIAA Soccer Officials Evaluation Program

Evaluation form

2011-12 PIAA SOCCER OFFICIALS' EVALUATION FORM

Game Site/Tournament: _____ Weather: _____
 Time: _____
 Teams/Scores: Home: _____ Visitor: _____ Date: _____

Each section below is worth the number of points listed (). Please observe each official and award points appropriately. Be critical, but fair in your evaluations. Do not give points, make sure they are earned. List comments at bottom, or in each block, based on your observations. Add total points earned and enter in space provided. Submit report to the game manager at the conclusion of the match.

DOUBLE DUAL SYSTEM OBSERVATION AREAS:	Center Referee		Side Referee #1		Side Referee #2	
	CR	SR	CR	SR	CR	SR
PRE-GAME RESPONSIBILITIES/PUNCTUALITY (5)						
APPEARANCE/FITNESS/PHYSICAL CONDITIONING (10)						
POSITIONING/ROTATION OF CR & SR 1 & SR 2 (20)						
MECHANICS/SIGNALS (25)						
APPLICATION OF RULES/CONSISTENCY OF CALLS/OFFSIDES/USE OF ADVANTAGE (25)						
WHISTLE/VOICE-STRONG/FIRM (5)						
COMMUNICATION WITH PLAYERS/ COACHES/PARTNERS (5)						
ABILITY NOT TO BE AFFECTED BY CROWD/COACHES AND ENFORCEMENT OF COACHING BOX (5)						
TOTAL (100)						

Comments:
 NAME: _____ NAME: _____ NAME: _____

Date: _____ Evaluator/Observer _____
 Officials will receive 2 scores when officiating a game using the Double Dual System (one score as CR/on score as SR).

**Replace the matrix
of grades...
...with a form that
encourages written
feedback...
...and captures a
single overall score**

PIAA Soccer Officials Evaluation Form

Date: _____ Time: _____ Level: Boys Girls
 Competition: _____ Location: _____
 Teams: _____ Score: _____ O/PK: _____ # Fouls: _____ # Cautions: _____ # GO: _____
 Difficulty of Game: Easy Competitive Difficult Very Difficult
 Assessor Name: _____ Date: _____
 Assessor Email or Phone: _____ Assessor District/Chapter: _____

Name District/Chapter	Official 1	Official 2	Official 3
	Overall Performance		

Based on this performance, this official is capable of managing a game at: the same difficulty level a higher difficulty level the same difficulty level a higher difficulty level the same difficulty level a higher difficulty level

Evaluation Summary: NA = Not Applicable, N = Inadequate, S = Satisfactory, E = Excellent

	N	S	E	NA	N	S	E	NA	N	S	E
1 Personality/Presence and Communication											
2 Game Control and Foul Selection/Recognition											
3 Offside											
4 Teamwork											
5 Managing the Team Areas/ Bench Personnel											
6 Fitness, Movement, Positioning, and Rotation											
7 Signals											
8 Points of Emphasis											

Crew Performance Summary

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Date/Time: _____ Time: _____
 Competition: _____ Location: _____
 Assessor Name: _____ Date: _____
 Assessor Email or Phone: _____ Assessor District/Chapter: _____

Officials' Evaluation Feedback

Official 1	Official 2	Official 3
Positive Areas of Performance	Areas for Improvement:	
Positive Areas of Performance	Areas for Improvement:	
Positive Areas of Performance	Areas for Improvement:	

Scoring:
 0-10 Excellent (must be officiating official game) 75-85 Acceptable
 10-20 Good (must be officiating official game) 40-70 Not acceptable
 25-35 Poor



Evaluation form components

- **Feedback**
- **Performance focus areas**
- **Difficulty**
- **Overall score**



Feedback: Crew level

- **Summary of the crew's performance**
- **Text correlates to focus criteria and ratings/scores (more on that later!)**
- **Helps both PIAA and the official (better insight than just a grid full of numbers!)**

Crew Performance Summary

Congratulations on your assignment to this year's 4A boys' state final!
This was a challenging, fast-paced game that required focused officiating at a high fitness level for 100+ minutes.

The officiating crew used their foul recognition and game management skills to have a successful outcome – an intense, entertaining, and fairly officiated game.

The officials can improve positioning when working as the side referee (especially with respect to maintaining the offside position). In a physical game like this one with a higher-than-average number of fouls, the officials can improve their ability to determine when to issue cautions to help cool the temperature of the match.

Job well done!



Feedback: Each official

- **Top 3 areas of positive performance**
- **Includes appropriate facts and specifics for better insight**
- **Crucial to the official's confidence**

Positive Areas of Performance:

1. Very good positioning and game management support as a side referee. Got to the goal line for a close (and correct) no-goal decision (3'). Came upfield as a trail side referee to support free kicks in midfield (46', 49'). Coordinated with the center referee to provide goal line coverage for free kicks near goal (48'). Pinched in from the touchline to improve proximity to play and provide presence. Maintained vigilance after goals were scored to prevent/address the possibility of misconduct.
2. Good foul recognition/selection in the match. Good advantage decision from your side referee position at 24', leading to a credible attack for Trinity.
3. Correct no-offside decisions at 10' (ball continued to goalkeeper), 31' (a close decision, with the attacker just onside when the ball was played), and 74'.



Feedback: Each official

- **Top 3 areas where the official can improve**
- **Includes appropriate facts and specifics for better insight**
- **Crucial to the official's continued development**

Areas For Improvement:

1. When there is an offside player, but the ball continues to the goalkeeper (15'), consider whether you need to call the offside violation to protect the goalkeeper's safety, or whether you can allow play to continue (so that the goalkeeper can take possession of the ball and distribute via a throw or punt, etc.).
2. Remember our discussion about corner kick positioning. Often the center referee and trail side referee are taking the same angle of view, limiting the effectiveness of the side referee in addressing any potential game-critical off-the-ball incidents. Consider having the center referee establish position, then having the trail side referee take a position with a different angle (e. g., either closer to or farther away from the touchline as necessary).
3. Continue to work with your teammates to make sure that all 3 officials mirror signals.



Performance focus areas

- **Personality, presence, and communication**
- **Game control and foul selection/recognition**
- **Offside**
- **Teamwork**
- **Managing the team areas/bench personnel**
- **Fitness, movement, positioning, and rotation**
- **Signals**
- **Points of emphasis**



Focus area 1:
Personality, presence, and communication

Ability to 'manage' the game

- **Tailored personality, body language, etc. to defuse situations rather than inflame them**
- **Open line of communication with participants**
- **Fair and firm as appropriate**

In other words...

- **Making all of the correct calls isn't enough**
- **The way in which the official works...earns the respect of the participants and makes the game go smoother**



Focus area 2:

Game control and foul selection/recognition

Think 'safety, participation, and sportsmanship'

- **Protect the players safety at the interscholastic level**

Avoid overofficiating, and avoid underofficiating

- **Find (and re-find) the 'sweet spot'**
- **Modify as needed as the game heats up/cools down**
- **Use discretion and common sense**
- **Courageously deal with misconduct**
- **Be proactive – prevent vs. react (without 'coaching')**
- **'Read' the game**



Focus area 3: Offside

Decisions reflect current understanding of key concepts

- **Definition of offside position**
- **Interfering with play**
- **Interfering with an opponent**
- **Gaining an advantage**

Deliberate save

Deflected by a defender or played by a defender

Benefit of doubt goes to the attacker

'Wait and see'



Focus area 4: Teamwork

Crew members worked effectively together

- **Think ‘seamless’ in terms of coverage, responsibilities, game control, etc.**

Crew members used standard mechanics to support one another

- **Trail official coming upfield to spot ball on free kicks**
- **Any official identifies waiting substitutes**
- **...etc.**



Focus area 5: Managing team areas/bench personnel

- **Think 'extension of the classroom' and sportsmanship**
- **Ability to defuse when possible...**
- **...but also have the courage to deal with improper behavior when necessary**
- **Leave the field immediately after the game – crew does not stay for postgame handshake**



Focus area 6:
Fitness, positioning, movement, and rotation

Fitness

- **Able to keep up with the pace of the game**
- **Able to stay with the offside line, get to the goal line**
- **Able to pinch upfield to help partner (dual system)**

Dynamic positioning

- **Able to stay out of the players' way, passing lanes, etc.**
- **Adjusts positioning to get good angles of view**
- **Anticipates the next phase of play (e. g., 'drop zone')**

Static positioning – takes proper position on set plays

Proper and timely rotation (double dual system)



Focus area 7: Signals

Ability to consistently use NFHS and PIAA signals as expected

- **This includes the foul signals!**

Includes the practice of mirroring partner(s) signals



Focus area 8:
Points of emphasis

Ability to officiate the game according to the current season's points of emphasis identified by NFHS and PIAA

NOTE: POE vary each season, but the form does not need to change



Rating concepts

For each performance focus area:

- **Excellent [A]**
 - Standout performance – an example for other officials to follow
- **Good [B/C]**
 - Performance exceeded the needs of the game
- **Acceptable [C/D]**
 - Performed as expected to meet the needs of the game
- **Not acceptable [F]**
 - Overmatched; performance did not meet the needs of the game



Difficulty level concepts

Consider the level of skill needed to effectively officiate the match

- **Easy**
 - Just show up
- **Competitive**
 - Requires more than just blowing the whistle
- **Difficult**
 - Requires focused and determined officiating from beginning to end, so that the game does not get out of control
- **Very difficult**
 - Extremely rare instance where 'difficult' isn't enough – the game is 'on the brink' right from the first whistle



Overall score

Evaluations are an 'extension of the classroom' for officials – so there is a score...

...but for the scores to be more meaningful, we need to provide more guidance...

Please evaluate honestly and critically. In the past, PIAA received inflated ratings and this was a deterrent in providing officials with constructive criticism to improve their skills. There are no perfect officials and there are very few above 91 in ratings.

EXCELLENT	91 - above
GOOD	84 - 90
AVERAGE	77 - 83
SATISFACTORY	70 - 76
UNSATISFACTORY	69 - below



Overall score concepts

Overall score is a summary rating that considers:

- **Difficulty rating**
- **Performance focus area ratings**
- **Text feedback (which should support the difficulty and performance area ratings)**



Overall score concepts

If you perform assessments in other organizations:

- **Lower expectations than that of a college match**
- **Similar (or maybe slightly higher) expectations to that of a US Soccer grassroots official (think 'grade 8+')**



Overall score

Excellent	A+	95-99	<i>[Difficult+]</i> Truly exemplary performance. A model for all officials to follow. Video of the game could be used as a clinic.
	A	91-94	<i>[Difficult+]</i> Outstanding performance. Only minor areas of improvement identified.



Overall score

Good	B+	88-90	<i>[Competitive+]</i> Noticeably solid performance. Smoothly established and maintained control. Exceeded the needs of the game. No errors that affected player safety or the match outcome.
	B	84-87	Clean performance on an easy game...or... good performance on a competitive game. Met the needs of the game. No errors that affected player safety or the match outcome.



Overall score

Acceptable	C+	81-83	Met the needs of the game. Multiple areas of improvement identified. No errors that affected player safety or the match outcome.
	C	77-80	Met the needs of the game. Multiple areas of improvement identified. Possibly one area of performance rated unacceptable. Possible minor player safety or match impact concerns.



Overall score

Acceptable	D	70-76	Passing score. Multiple areas of improvement identified. Possibly more than one area of performance rated unacceptable. Possible player safety or match impact concern.
Not acceptable	F	<70	Overmatched. Not ready for the demands of the assigned game. Multiple errors that affected player safety and/or the match outcome.



Overall score

- **Concept is that the overall score is justified by the individual focus area ratings and the text feedback.**
- **When they're all consistent, the overall score isn't an issue!**

Difficulty of Game:	<input type="checkbox"/> Easy	<input checked="" type="checkbox"/> Competitive	Overall Performance:	79 - Acceptable
	<input type="checkbox"/> Difficult	<input type="checkbox"/> Very Difficult		

Performance Summary / Feedback (NA - Not Acceptable A - Acceptable G - Good E - Excellent)

		NA	A	G	E			NA	A	G	E
1	Personality / Presence and Communication:		<input checked="" type="checkbox"/>			5	Managing the Team Areas/Bench Personnel		<input checked="" type="checkbox"/>		
2	Game Control and Foul Selection/Recognition:			<input checked="" type="checkbox"/>		6	Fitness, Positioning, Movement, and Rotation			<input checked="" type="checkbox"/>	
3	Offside:		<input checked="" type="checkbox"/>			7	Signals:		<input checked="" type="checkbox"/>		
4	Teamwork:		<input checked="" type="checkbox"/>			8	Points of Emphasis:			<input checked="" type="checkbox"/>	



Overall score - recommendation

Based on what the evaluator has seen, and in consideration of the written feedback:

- Can this official be expected to handle a more difficult game?**
- Can this official be expected to handle a game at this difficulty level?**

Overall Performance	82	Acceptable	83	Acceptable	82	Acceptable
Based on this performance, this official is capable of managing a game at:	<input checked="" type="checkbox"/> the same difficulty level <input type="checkbox"/> a higher difficulty level		<input checked="" type="checkbox"/> the same difficulty level <input type="checkbox"/> a higher difficulty level		<input checked="" type="checkbox"/> the same difficulty level <input type="checkbox"/> a higher difficulty level	



Putting it all together

For formal PIAA evaluations (e. g., state tournament), there is a single evaluation packet that is distributed to all members of the officiating crew (this is a ‘group project’ in school!)

Let’s look at a few sample evaluations...



Sample evaluations



Summary

Four key components

- **Feedback**
- **Performance focus areas**
- **Difficulty**
- **Overall score**

Evaluate for the expected level of an interscholastic official



PIAA Soccer Officials Evaluation Program

Questions?