



WA Referees Association

Referee Development - Periodic Review #1 (rev C)
28th March to 18th April 2015

Issued: 15/05/2015

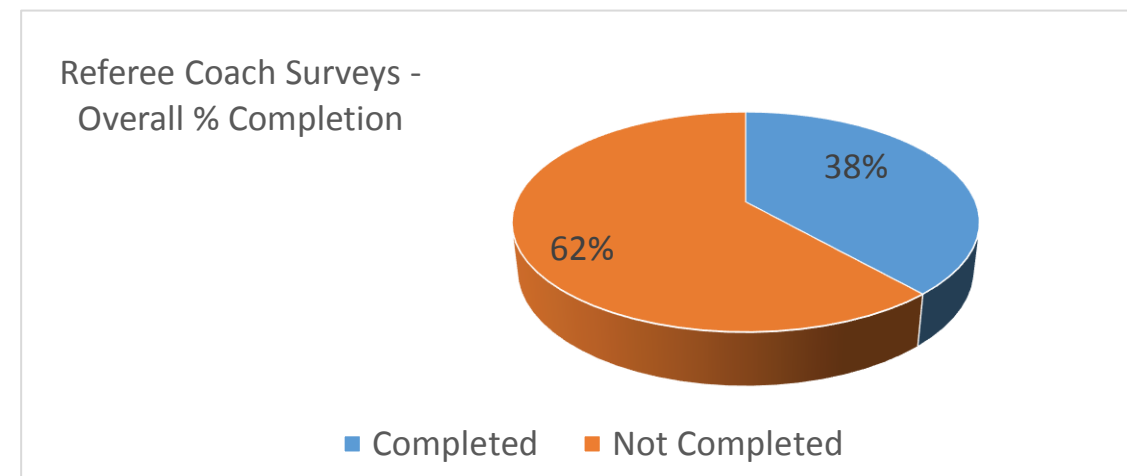
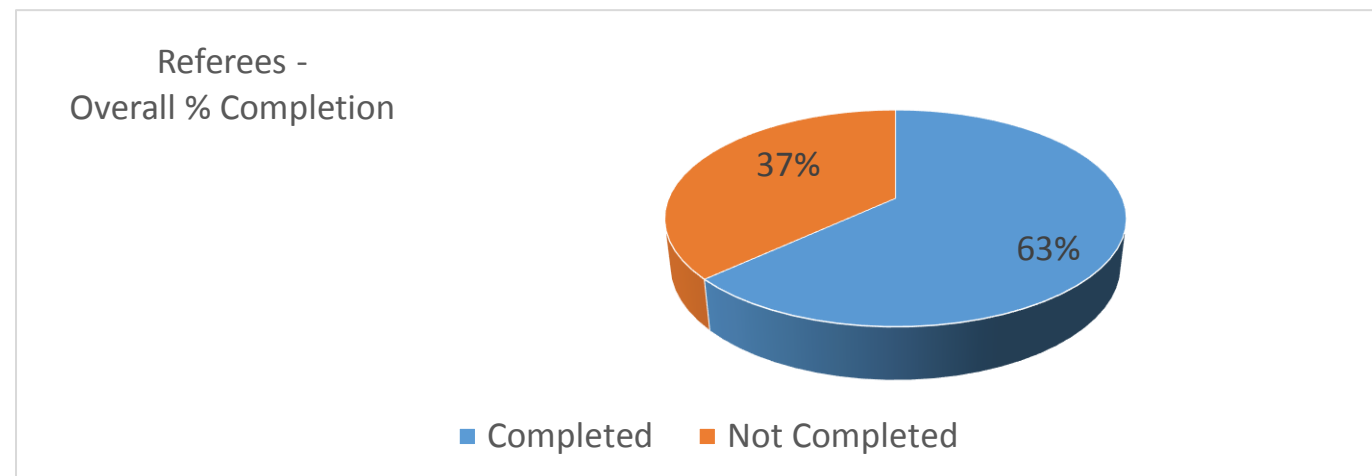
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Completion of Periodic Review Surveys

Of the total 'ARU', 'WA', 'Established' and 'Talented' pool of 19 referees, 12 (63%) referees completed the survey for this periodic review cycle

Of the total pool of 7 'assigned' referee coaches and 13 possible ref coach surveys, 5 / (38 %) were completed for this periodic review cycle



The percentage make-up for the different panels and completion of the survey are shown below. This indicates the highest % complete was by the WA and Established panel/s

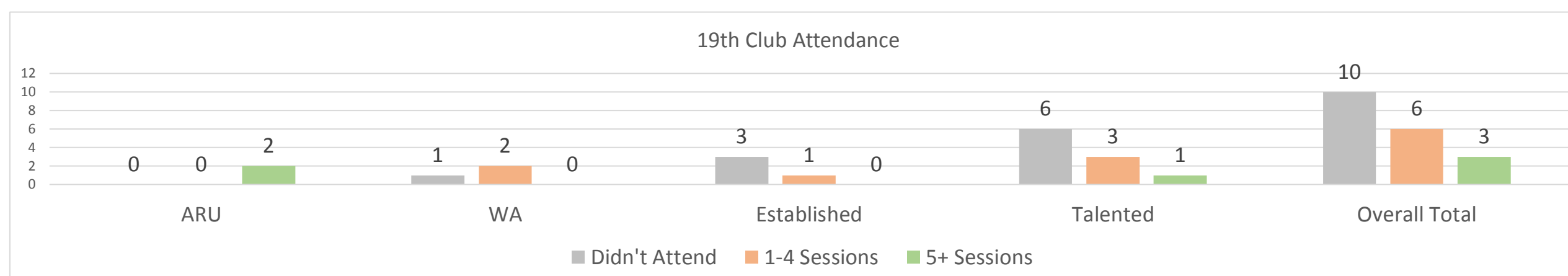
The lowest % complete was by the Talented panel/s

Survey	ARU	WA	Established	Talented	Overall Total	Ref Coach Surveys
Completed	50%	100%	100%	40%	63%	38%
Not Completed	50%	0%	0%	60%	37%	62%

19th Club Attendance & YoYo Testing

Of the total pool of 19 'ARU', 'WA', 'Established' and 'Talented' referees, 9 (48%) attended the 19th Club sessions at some time during this periodic review cycle

19th Club Attendees	ARU	WA	Established	Talented	Overall Total
Didn't Attend	0	1	3	6	10
1-4 Sessions	0	2	1	3	6
5+ Sessions	2	0	0	1	3



9 of the 19 referees in these groups have recorded a YoYo Test Score, with a total of 9 YoYo Tests completed

19th Club Attendees	ARU	WA	Established	Talented	Overall Total
No. of Yoyo Tests	1	0	4	4	9
Minimum Score	0	0	1	1	15.2
Maximum Score	0	0	1	1	18.1

Of the 0 referees that have done more than 1 YoYo Test to date (as recorded by CAB), 0 has / have improved their performance from earlier in the season

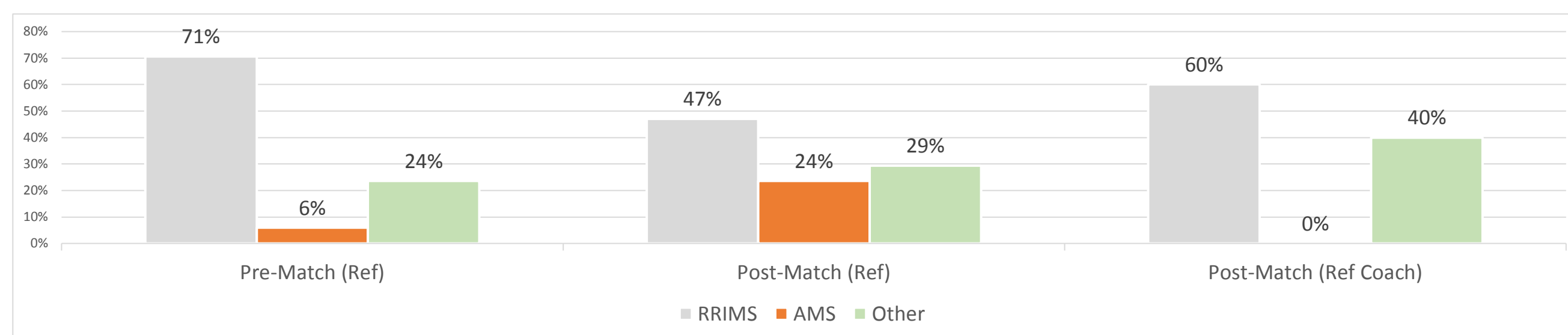
GPR Completion - Refs & Ref Coaches

Of the total 37 appointments for the 'ARU', 'WA', 'Established' and 'Talented' referees during this periodic review cycle:

- 19 (52 %) had ref coaches appointed
- 17 (46 %) had pre-match GPRs prepared
- 17 (46 %) had post-match GPRs prepared
- 10 (28 %) had post-match ref coach reports prepared / GPRs reviewed

The methods and popularity of pre- and post-match GPR preparation (including by ref coach for 'post match') are shown below:

GPRs	Pre-Match (Ref)	Post-Match (Ref)	Post-Match (Ref Coach)
RRIMS	71%	47%	60%
AMS	6%	24%	0%
Other	24%	29%	40%



Of the total 19 ref coach appointments for the 'ARU', 'WA', 'Established' and 'Talented' referees during this periodic review cycle:

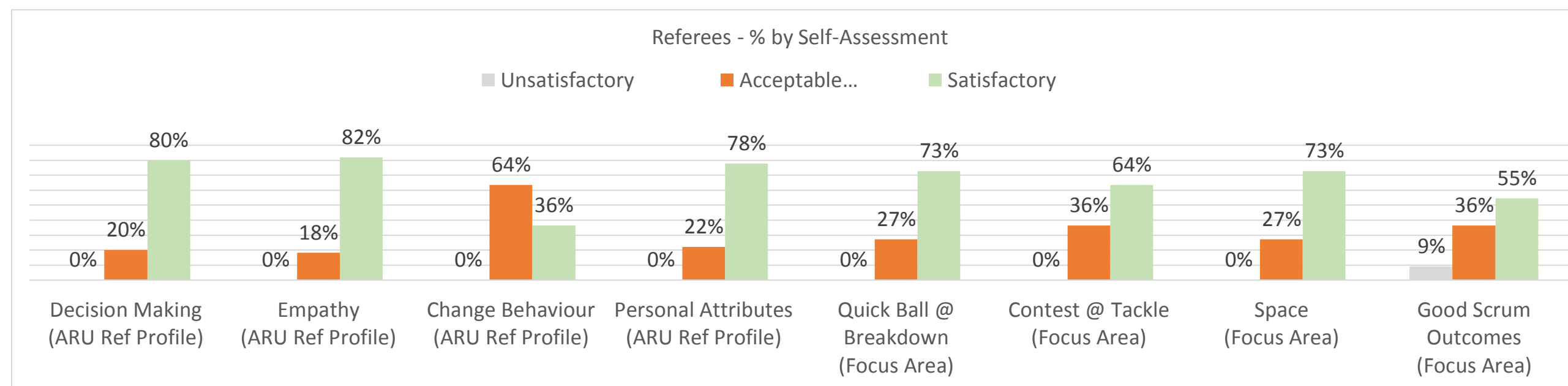
- 17 (90 %) had pre-match GPRs prepared
- 17 (90 %) had post-match GPRs prepared
- 10 (53 %) had post-match ref coach reports prepared / GPRs reviewed

Performance Assessment - Refs & Ref Coaches

The following table percentages and graph reflect the distribution of 'ARU', 'WA', 'Established' and 'Talented' panel referees self-assessment against the various ARU Ref Profile and Focus Area categories

	Unsatisfactory	Acceptable (but could improve)	Satisfactory
Decision Making (ARU Ref Profile)	0%	20%	80%
Empathy (ARU Ref Profile)	0%	18%	82%
Change Behaviour (ARU Ref Profile)	0%	64%	36%
Personal Attributes (ARU Ref Profile)	0%	22%	78%
Quick Ball @ Breakdown (Focus Area)	0%	27%	73%
Contest @ Tackle (Focus Area)	0%	36%	64%
Space (Focus Area)	0%	27%	73%
Good Scrum Outcomes (Focus Area)	9%	36%	55%

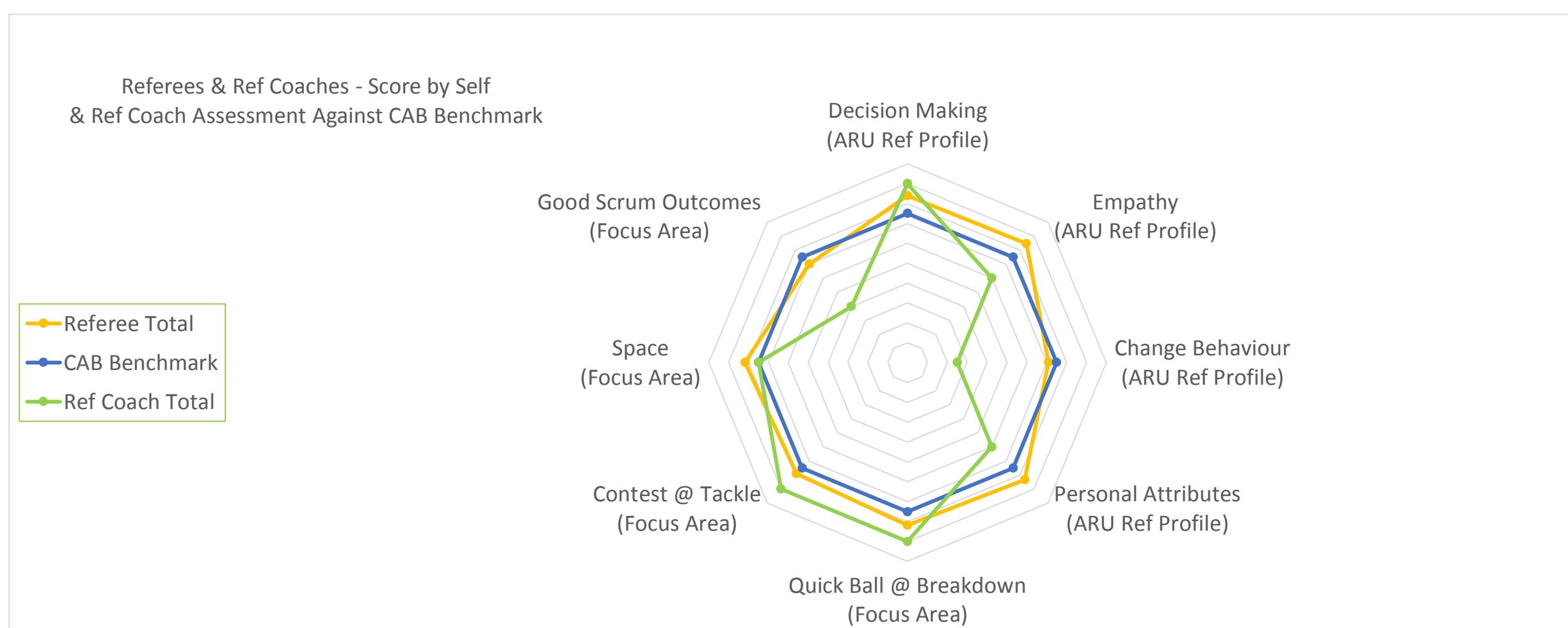
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Using the following 'scoring', the graph below reflects the referees' self-assessment of performance against the CAB-prepared 'benchmark' score and referee coaches' assessment for each element of the ARU Ref Profile and Focus Area categories:

	Points per Assessment Category	CAB Benchmark (No. Refs @ Each)
Unsatisfactory	5	0%
Acceptable (but could improve)	12	50%
Satisfactory	15	50%

	Unsatisfactory	Acceptable (but could improve)	Satisfactory	Referee Total	CAB Benchmark	Ref Coach Total
Decision Making (ARU Ref Profile)	0.0	2.4	12.0	14.4	13.5	15.0
Empathy (ARU Ref Profile)	0.0	2.2	12.3	14.5	13.5	12.0
Change Behaviour (ARU Ref Profile)	0.0	7.6	5.5	13.1	13.5	8.5
Personal Attributes (ARU Ref Profile)	0.0	2.7	11.7	14.3	13.5	12.0
Quick Ball @ Breakdown (Focus Area)	0.0	3.3	10.9	14.2	13.5	15.0
Contest @ Tackle (Focus Area)	0.0	4.4	9.5	13.9	13.5	15.0
Space (Focus Area)	0.0	3.3	10.9	14.2	13.5	13.5
Good Scrum Outcomes (Focus Area)	0.5	4.4	8.2	13.0	13.5	10.0



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The three most significant difference/s between the referees' own 'self-assessment' and that of the referee coaches appears to be:

Change Behaviour (ARU Ref Profile)	- Ref coaches' assessment suggests greater improvement required than refs' own assessment
Good Scrum Outcomes (Focus Area)	- Ref coaches' assessment suggests greater improvement required than refs' own assessment
Empathy (ARU Ref Profile)	- Ref coaches' assessment suggests greater improvement required than refs' own assessment

The three most significant difference/s between the referees' own 'self-assessment' and the CAB Benchmarks appear to be:

Good Scrum Outcomes (Focus Area)	- Refs' own assessment suggests greater improvement required compared to CAB Benchmark
Change Behaviour (ARU Ref Profile)	- Refs' own assessment suggests greater improvement required compared to CAB Benchmark
Contest @ Tackle (Focus Area)	- Refs' own assessment suggests performance in line with CAB Benchmark

Additional Work-Ons - Referees

The following specific work-ons that are required have been identified by the referees, and considered the most significant and populous by the authors of this report (Rob Kellam and Scott Chesterton):

- 1 To be populated from results of Periodic Review #2
- 2 To be populated from results of Periodic Review #2
- 3 To be populated from results of Periodic Review #2

Additional Work-Ons - Referee Coaches

The following specific work-ons that are required from the referees have been identified by the referee coaches, and considered the most significant and populous by the authors of this report (Rob Kellam and Scott Chesterton):

- 1 To be populated from results of Periodic Review #2
- 2 To be populated from results of Periodic Review #2
- 3 To be populated from results of Periodic Review #2

Development Plan - Referee

The following Development Plan specific activities that have not been completed in this periodic review cycle have been identified by the referees, and considered the most significant and populous by the authors of this report (Rob Kellam and Scott Chesterton):

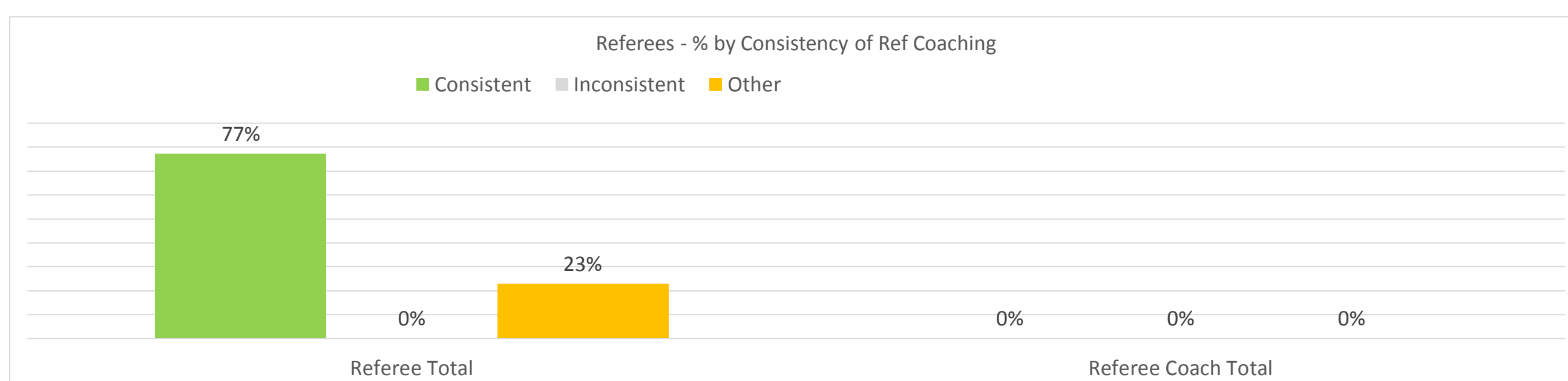
- 1 To be populated from results of Periodic Review #2
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Consistency of Ref Coaching - Refs

The following table percentages and graph reflect the assessment by the 'ARU', 'WA', 'Established' and 'Talented' panel referees and referee coaches on the 'consistency of the ref coaching provided during this periodic review cycle

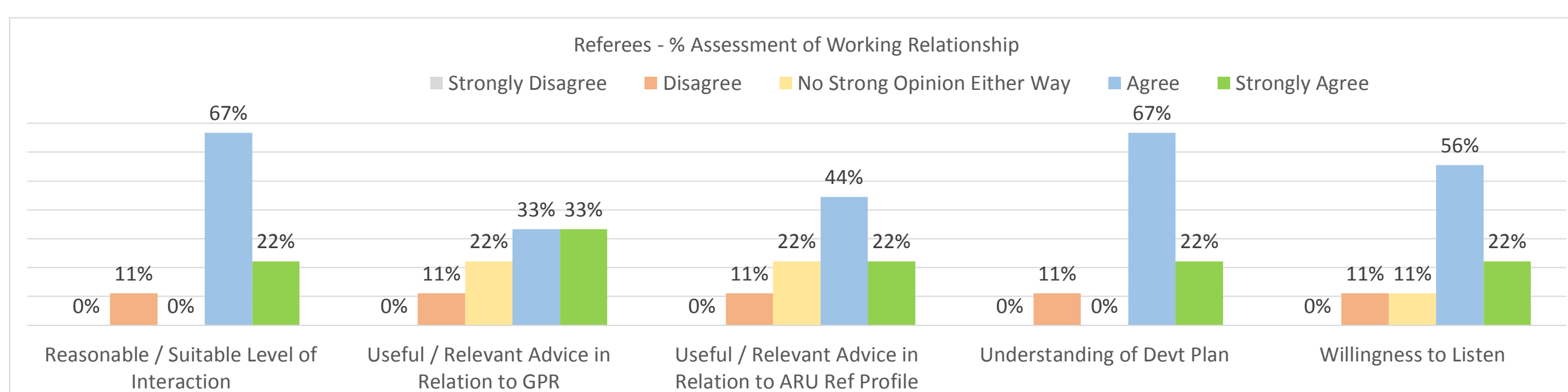
	Consistent	Inconsistent	Other
ARU	0%	0%	0%
WA	0%	0%	0%
Established	0%	0%	0%
Talented	0%	0%	0%
Referee Total	77%	0%	23%
Referee Coach Total			



Referee / Ref Coach Working Relationship

The following table percentages and graph reflect the distribution of 'ARU', 'WA', 'Established' and 'Talented' panel referees opinion on the working relationship with their 'assigned' ref coach compared to that of the 'assigned' referee coaches

	Strongly Disagree	Disagree	No Strong Opinion Either Way	Agree	Strongly Agree
Reasonable / Suitable Level of Interaction	0%	11%	0%	67%	22%
Useful / Relevant Advice in Relation to GPR	0%	11%	22%	33%	33%
Useful / Relevant Advice in Relation to ARU Ref Profile	0%	11%	22%	44%	22%
Understanding of Devt Plan	0%	11%	0%	67%	22%
Willingness to Listen	0%	11%	11%	56%	22%



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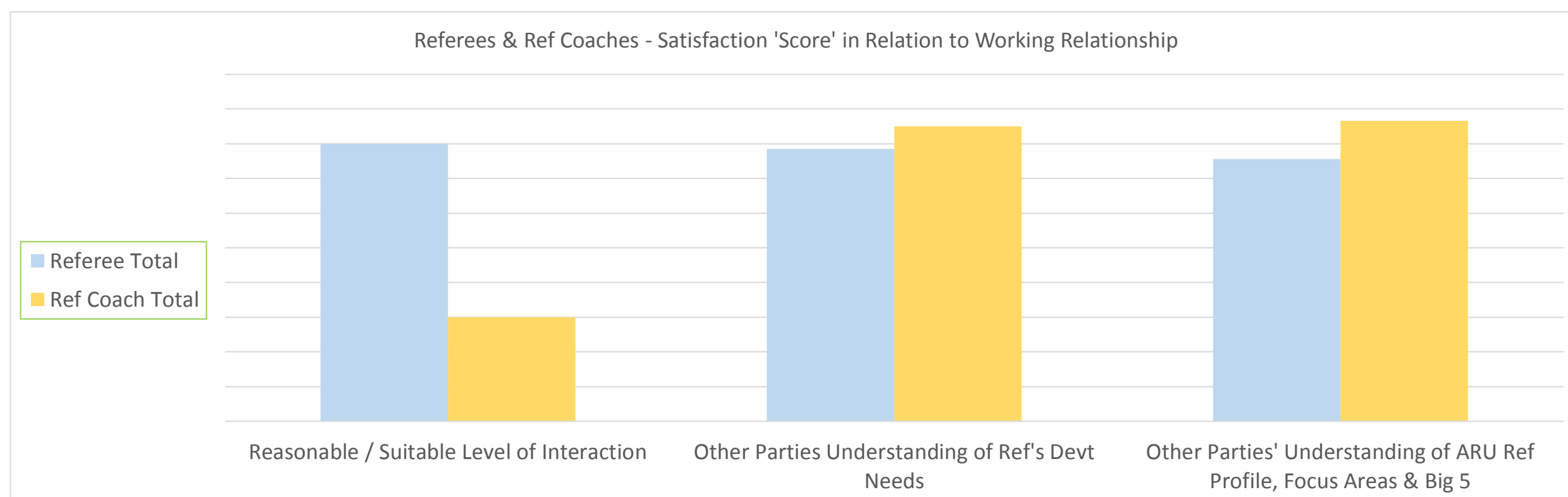
Using the following 'scoring', the graph below reflects the referees' rating of the working relationship with their assigned ref coach against the referee coaches' assessment:

	Points per Assessment Category
Strongly Disagree	1
Disagree	2
No Strong Opinion Either Way	3
Agree	4
Strongly Agree	5

	Strongly Disagree	Disagree	No Strong Opinion Either Way	Agree	Strongly Agree	Referee Total	Ref Coach Total
Reasonable / Suitable Level of Interaction	0.0	0.2	0.0	2.7	1.1	4.0	1.5

	Strongly Disagree	Disagree	No Strong Opinion Either Way	Agree	Strongly Agree	Referee Total	Referee Total - Average	Ref Coach Total	
Useful / Relevant Advice in Relation to GPR	0.0	0.0	1.0	1.3	1.7	4.0			Displays Awareness of Own Strengths, Weaknesses & Observations of Others
Understanding of Devt Plan	0.0	0.2	0.7	1.3	1.7	3.9	3.9	4.3	
Willingness to Listen	0.0	0.2	0.3	2.2	1.1	3.9			

	Strongly Disagree	Disagree	No Strong Opinion Either Way	Agree	Strongly Agree	Referee Total	Ref Coach Total	
Useful / Relevant Advice in Relation to ARU Ref Profile	0.0	0.2	0.7	1.8	1.1	3.8	4.3	Displays Awareness of ARU Ref Profile, Focus Areas & Big 5



The biggest difference of opinion between the referees' and ref coaches' on the working relationship appears to be:

Reasonable / Suitable Level of Interaction - Referee coaches appears less satisfied than the referees



How can the CAB and EXEC Assist - Referees

The following areas have been identified by the referees, and considered the most significant and populous by the authors of this report (Rob Kellam and Scott Chesterton):

- 1 To be populated from results of Periodic Review #2
- 2 To be populated from results of Periodic Review #2
- 3 To be populated from results of Periodic Review #2

How Can the CAB and EXEC Assist - Referee Coaches

The following areas have been identified by the referee coaches, and considered the most significant and populous by the authors of this report (Rob Kellam and Scott Chesterton):

- 1 To be populated from results of Periodic Review #2
- 2 To be populated from results of Periodic Review #2
- 3 To be populated from results of Periodic Review #2