



Officiating Game Plan

Introduction

The Officiating Game Plan (OGP) was created in conjunction with the Basketball Development Model project and outlines a four-year plan with the primary objectives of having more and better officials. In order to do this, we highlighted four key focus areas which would encompass all elements of the Officiating Pathway. It was realised that the Pathway could be divided into four areas; Recruitment, Education & Training, Deployment and Development and with these heading we would formulate our objectives.

Since the launch of the OGP in September 2018 Basketball England has made great progress with the development of officials and its workforce. This document provides an overview of the objectives achieved in the first year (2018-2019), and the planned objectives for year two. This document outlines the projects that have been completed, or are still ongoing, and the achievements made to date.

Officiating - Short Term Objectives Achieved

1. Recruitment

1.1 To identify current workforce numbers against future programme requirements.

1.1.1 A mapping exercise was carried out to determine what the current workforce was verses what the workforce should be when thinking about current and future programmes. Guidance was taken from the FIBA model and also other Federations/Basketball organisations in Europe and beyond. Below is a table which list the current workforce with a descriptor.

Workforce Position	Descriptor
Local Coordinator	A person who deploys officials to a cluster of games which could be a CVL, league, club games, schools, colleges or BUCS or a combination of games in these organizations.
Regional Coordinator	An official position on the Regional Management Committee (x10) who represents the interests of officials and officiating affairs within that region. The coordinator can be the liaison between the Federation and the region.
Instructor	A trained person who delivers education specialised sessions at a camp or clinic.
Tutor	A trained person who delivers Basketball England Qualification courses face to face.
Officiating Coach	A trained person who assesses the game performance of an official and provides written feedback and viva voce.
Referee	A trained person who can officiates a basketball game. This can be 2 or 3-person system.
Table Official	<ol style="list-style-type: none"> Scorer - Keeps a record of the score, fouls as well as other aspects using a scoresheet. Shot Clock Operator - Manages the 24 second shot clock. Timer - Manges the timing of a game. Assistant Scorer - Operates the visual score/fouls of the game.
Statistician	A trained person who records all aspects of the game including field goals, free throws, fouls, turnovers, assists, rebounds etc. This is normally completed via a digital platform.



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1.2 We have formulated interventions to recruit and provide training for new referees and table officials coming into the game working and supporting key stakeholders, clubs and associations.

1.2.1 Technical Courses - below are the number of candidate resources sold which translates to the approximate number of candidates that have attended officiating courses.

Course	Candidate Resource Numbers
Introduction to Statistics	72
Level 1 Referee	566
Level 1 Table Official	630
Level 2 Referee	271
Level 2 Table Official	579
Level 3 Referee	32
Level 3 Table Official	90
Young Official	283

1.2.2 National & International Camps – in the 2019 we hosted and partnered with six basketball events enabling us to recruit officials for the 2019-20 NBL season. 12 referees were invited to officiate in the NBL as a result of the performance at the Camps. A more reserved number of Table Officials (3) were signposted to officiate in the NBL as a result of attending camps.

2. Education & Training

2.1 We introduced interventions to recruit and provide training for the officiating workforce, course tutors, clinic instructors, referee and table official coaches, regional and local coordinators, game observers.

Workforce Position	Descriptor
Local Coordinator	Although this role existed already, we set out to meet with existing coordinators to provide support and recruit more in other areas, promoting the REDD model. We have also created a draft version of a roles and responsibilities document.
Regional Coordinator	As part of the mapping exercise, BE's Relationship Team are identifying candidates to fulfill this position in each of the 10 regions, to lead on table officiating and refereeing. The roles and the responsibilities are still to be determined.
Instructor	Training session created and completed at the NOC 2019.
Tutor	Nothing yet in place. It is planned that tutor will be trained in a similar way to instructors.
Officiating Coach	Coach Training session created and completed at the NOC 2019
Referee	<ul style="list-style-type: none"> Referee Level 4 Qualification course reviewed and revamped, improvements have been made but this is still ongoing. Table Official Level 4 Qualification programme created and launched. Statistician Courses created and launched
Table Official	<ol style="list-style-type: none"> Scorer - Keeps a record of the score, fouls as well as other aspects using a scoresheet. Shot Clock Operator - Manages the 24 second shot clock. Timer - Manages the timing of a game. Assistant Scorer - Operates the visual score/fouls of the game.
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2.2 Review current educational programmes, resources and materials, realigning and making improvements so they are fit for purpose.

- 2.2.1 It was recognised that all qualification courses needed a revamp. We started with the Level 4 Referee qualification Course and the review is still ongoing.
- 2.2.2 The newly created Level 4 Table Officials course was also launched with 19 of 19 officials achieving the award in the first cohort.
- 2.2.3 The FIBA Qualification saw 2 new FIBA referees and 7 new FIBA Table Officials achieve the award.
- 2.2.4 The 'Introduction to Statistics' qualification with delivery pack was completed and launched 72 newly qualified statistician after the first cohort.

3. Deployment

- 3.1 Improving the deployment processes for national competitions, local and international development clinics, whilst also introducing a service and support at grassroots level.
 - 3.1.1 Established and piloted the role of a Coordinator at local level in order to establish a REDD programme.
 - 3.1.2 The provision of have having a consistent signup for officials attending developments camps was achieved at the National and International Camps.
 - 3.1.3 The online deployment programme, Assignr, was utilised to its full capacity enabling policies and process to be robust, and enabling monitoring and evaluation to be carried accurately.
 - 3.1.4 Piloting the use of Assignr to select number of leagues and associations in London, Manchester, Sheffield, Hertfordshire proved a success with those organisations continuing to use them.

4. Development

- 4.1 Improving on continuous professional development opportunities supporting existing clinics and utilising web-based platforms to formulate a more structured pathway.
 - 4.1.1 The Referee Mentor (Buddy) Programme was created and launched in the 2018/19 season. 42 mentors were assigned to 50 aspiring referees who all signed up to the program.
 - 4.1.2 An online learning platform, Hive, was launched and used for a weekly 'What's the Call' and 'Difficult Calls' Features which 'tested' the knowledge of the rules by way of video footage. 232 officials signed up to the platform.
 - 4.1.3 The National and International Camps were scheduled to create of annual CPD programme for all levels of the officiating workforce, including the profile of events and all the domestic clinics and conferences. A total of 140 officials attended the camps. Group 1 to 4 NBL referees were obliged to attend in order to receive 3PO in view of the Division One Men's competition adopting the system. 30 referees were involved in this specific training.
 - 4.1.4 Improvements were made to the Coaching Programme (Formally known as the Observer Programme) where reports were transferred to an online system.
 - 4.1.5 A Self Evaluation process was introduced for table officials and referees that mirror the practice at FIBA.



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