


**ONTARIO SOCCER**  
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# Long Term Officials Development

## Frequently Asked Questions

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## The Development Pathways

**Who controls my development pathway now?**

You do! As a Match Official, Assessor, Instructor etc. You will make a decision based on your own development aspirations. Ontario Soccer, District Associations and Clubs should provide every opportunity for the individual to meet the requirements of the grade on the pathway they have chosen.

**How fast can I advance?**

A Match Official on either pathway that meets the criteria can advance at their own pace. Some may take 2 years, some may take 6 months to advance through a grade. The education of the DRCs is imperative at this point. We will work closely with them in order to facilitate this regrading.

**How will a grade 6, 7 or 8 be distinguished as to being on the TP (Talented Pathway) or the S4LP (Soccer For Life Pathway) to the assignors and does that matter?**

By working with our software provider, a list will be available to all District Associations and will be accessible to DRCs. For those not using our current software provider for assigning, it is imperative that they have strong communication with the DRC and the Match Official to ensure they are aware of their grade and pathway selection.

**As indicated on the Profile, starting at grade 6, those on different pathways will have different advancement/maintenance requirements. For the Talented Pathway, would Ontario Soccer be in charge of monitoring their progress?**

Monitoring of all Match Officials, no matter their pathway, must be in partnership with the District Association and the Development Support Team members. It takes a group effort to ensure that all requirements are met successfully, and tracked correctly.

It cannot be expected or assumed that Match Officials can be monitored or developed without a similar strategy being put into place for the Development Support Team. Those reviewing the Match Officials performances must have the appropriate knowledge and accreditation, plus an equally high level of ability and personal skills to analyze performance. They need to document the performance in a standardized manner; to offer support where required; and to contribute to the game appointment process. Of paramount importance is the need to base decisions and performance reviews upon data and evidence, rather than perceptions, hunches and personal biases.

**What are the game levels vs. grade requirements?**

These are available in The Grading Protocol and the Game Fee and Assigning Protocol, which are available on Ontario Soccer website.

**Can we create an environment that will allow Match Officials to develop skills and competencies required to move the game forward to similar extents as the players and coaches, while respecting the restrictions and desires of individuals?**

That is the desired outcome of the Long Term Officials Development program. All the plans, resources and requirements are built towards Long Term Officials Development bringing the same benefits to Match Officials as Long Term Player Development (LTPD) brought to player and coach development.

**I am still unsure of access to Regional and Provincial Upgrading programs, and how easily it could be possible to move between the two tracks if it was needed for certain individuals due to life events?**

Each individual case will have its own merits. Consistency is key to success. However, life events must be taken into consideration at all levels. Ultimately, the requirement would be to meet all published standards, but if due to work, school, injury, deployment issues etc. there needs to be exemptions - they can be considered by Ontario Soccer in consultation with CSA.

As LTOD is creating province wide consistency, it will now be less restrictive for those with life events to continue their development.

**Should there be Long Term Officials Development of female Match Officials – that specifically caters to female match officiating needs?**

Match Officials all need the same education, support, assessment and education, so there should be no definitive difference between male and female LTOD pathways.

The main difference is the fitness requirements for females at the higher levels (CSA standards) and these have been in place for a number of years.

**How can LTOD help deal with the officials who only want to referee the games that pay the most money? This is getting worse and making it harder to cover games.**

All Match Officials will be educated on availability and prioritization of appointments. All officials and assignors will be provided with resources and education as to what leagues, games, etc., they should be officiating on a regular basis. The Game Fee and Assigning Protocol will determine the set fees for all levels of the game.

Audits need to be conducted by District Associations and

Club Technical Directors to ensure that appointments are equitable.

**How do we best transition "maturing" referees from competition to mentoring and other roles?**

It is all about education. These experienced Match Officials are wanted and they can still greatly contribute to the game, and to the development of Match Officials. Add value, recognition and development opportunities for these retiring officials and we will succeed.

**How do Match Officials get opportunities to be seen/recognized as this is an important hurdle to overcome?**

Communication between local Clubs and DRCs is paramount to the success of recognizing talent. Ontario Soccer will be introducing the Scouting program at various competition venues in 2018.

Ontario Soccer Scouts will also be available, if a District Association or Club has an event that they would like the scouts to attend.

Part of LTOD compliance is that Districts provide names of aspiring Match Officials when Ontario Soccer or Provincial assignors request them.

**How are we going to evaluate Match Officials?**

This is currently a process under evaluation, as we realize there are areas for improvement in the evaluation process of all Match Officials and development support team members. An assessment only provides a snapshot of that match official during that particular game. More concise reporting and evaluation is required.

As part of the LTOD Co-Ordinator role, a concerted effort is being put into creating a Development Support Team Member Evaluation database. This will take all instructors, assessors, mentors, assignors etc. and create profiles for each with a record of their evaluations, accolades, conduct reviews and assignment history. This will assist Ontario Soccer in the eventual upgrading, or downgrading, of those leaders in our community, and ensure that we are assigning top quality Development Support Team members to support our Match Officials.

**Is there a way for experienced players to begin officiating and get "fast tracked?"**

These will be on an individual case-by-case basis, as being a good player does not necessarily make you a good match official.



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