US LACROSSE OFFICIALS TRAINING PROGRAM

SUSIE GANZENMULLER OBSERVERS PROGRAM
Spring 2013

Purpose
The purpose of this program is to emulate Susie Ganzenmuller's passion and attitude toward officials' on-field development through a grant to Local Boards to implement an observation program. The goal of this program is to develop officials, by utilizing on-field evaluations throughout the spring season. As such, observers will be trained to identify and communicate key areas for improvement in working officials, and follow up to see if these officials have implemented the suggestions into their games.

Description
Experienced officials will be trained in observation, evaluation, and communication, and then sent to observe working officials throughout the spring season. This program will provide these observers with $50 per game to encourage them to give their time to the development of newer officials. Since the goal of the program is to help officials grow, each official must be observed at least twice in order to determine if he/she was able to implement the suggestions for improvement. At this rate, the program provides for 40 observed games, which means that up to 40 different officials can be observed the minimum two times. These paid observations may not be used to rate officials. These observations are solely for the purpose of improving the official's game, and not a formal rating.

The program administrator with the help of the assignor will facilitate the scheduling of both observers and officials, and will also act as a clearing house for both evaluation forms and payment/invoice information. The program provides a small stipend to compensate the program administrator for his/her work. All accounts will be settled and payments made at the conclusion of the spring season after US Lacrosse has received all grantee documents. Payment is contingent on the grant program being administered as outlined below.

Stipulations

1. The program administrator will…

- Be a current member in good standing of US Lacrosse and a leader in his/her local officiating area.
- Be a Local Board member and in frequent communication with the Board's assignor(s).
- Identify potential observers and facilitate their training.
- With the assignor, coordinate the schedule for both observers and officials.
- Explain to all participants the purpose of the program, and the expectations for observers and officials.
- Maintain accurate and current records of all observations. Observer Evaluation Forms from previous observations should be sent to observers prior to a second observation.
- Provide US Lacrosse with a detailed accounting of program funds and payments.
- Work with US Lacrosse to identify patterns and evaluate the success of the program; provide final written report and paperwork at end of season (see report details in time-line)

2. Observers will…

- Be current members in good standing of US Lacrosse, and members of the Local Board.
- Be trained in and familiar with the Women's Game Training Committee guidelines for observation. This will be facilitated through a mandatory training session – either live at convention or on-line – to be held in the winter preceding a spring season.
- Use the US Lacrosse Evaluation Forms when evaluating officials.
- Observe at least two (2) officials per game. At the very least, it is expected that they focus their attention on one official per half.
- Provide direct and personalized feedback to each observed official verbally, immediately after a game – 20-30 minutes should be scheduled to do this.
- Send a typed and completed evaluation form to each observed official – and the program administrator – after a game.
- Participate in a post-season survey to provide feedback to USL about program

3. Observed officials will…

- Be current members in good standing of US Lacrosse and the Local Board.
- Be new high school officials with 1-5 years of experience.
- Be observed at least twice during a single season.
- Be open to constructive criticism and eager to grow as officials.
- Participate in a post-season survey to provide feedback to USL about program

Time-line for grantees
Spring 2013

By November 1st – USL receives all applications, only those which are complete will be considered for review.

By November 15th – Receive notice of grantee award, the program administrator and assignor for the program must agree to attend convention.

By December 15th – Identify observers; provide the list to US Lacrosse

By January 3rd – Report to US Lacrosse the expected attendance of participants at the orientation session to be held at convention.

January 11th – 13th – Program Administrator, assignor and observers participate in the orientation session at convention.

By February 15th –Identify officials to be observed, and set the game schedule for observers and officials. Provide the list of officials to US Lacrosse and the game schedule calendar with the observation games outlined.

By March 15th – All parties will know the game assignments for observation, keeping in mind any official chosen to be observed must be seen at a minimum twice.

During the season – Observers will fill out forms on officials, give verbal feedback at the end of the game, and draft a summary letter to the official after each observation (copies of this paperwork should be collected by the coordinator, and included in the final report to US Lacrosse).

End of season – a participant in the program will be chosen to be recognized with the Susie Ganzenmuller recognition award (a check for $50.00). The criteria are as follows:
The award recipient will be selected by the program administrator based on:
1) Contribution to the program above and beyond stated responsibilities
2) Demonstrated commitment to development of personal skills, either in officiating (observee) or mentoring (observer)
3) Embodiment of the spirit of the game and demonstrates sportsmanship, passion, and professionalism fitting of a US Lacrosse official.
The program administrator is not eligible to receive this award.

By June 30th – The program administrator will submit to US Lacrosse a final report which will include the observer's paperwork completed on each official and the letters sent to officials, a written summary not to exceed two typed pages detailing the following; the processes they used to select both observers and observees, the process for assigning the games, the benefits of implementing the program, the difficulties in implementing the program, and what future grantees should know about doing this program.

Also included in this summary will be a budget which logs the expenses, and includes the details for all officials to be paid. Please include copies of receipts for expenses which fall under the program costs category. Participants will be paid directly by US Lacrosse at the end of the program in a timely manner after receipt of the final report.

Sample Budget

EXPENSES – per program *(keep in mind these figures are maximums, you do not have to have 40 games observed if it is too difficult)*

40 observed games @ $50 per	**$2000**
Program costs – printing, meetings, travel fee etc.	**$200**
Program administrator stipend	**$250**
Susie Ganzenmuller recognition award	**$50**
Total – per program	**$2500**

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