

OFFICIALS MONITORING AND DEVELOPMENT POLICY

Purpose

1. The purpose of this policy is to govern the collection, standards and analysis of judges' marks throughout the competition season to create individual feedback and development plans, for officials in Alberta Artistic Swimming.

Application of this Policy

2. This policy applies to all Alberta Artistic Swimming's member officials as defined by the policy.

Objectives

3. The objectives of Alberta Artistic Swimming's official's monitoring and development program are as follows:
 - a. Identify and communicate a targeted standard deviation from the average of a panel of marks for figures and routines.
 - b. Provide officials with overall feedback to enhance development.
 - c. Provide a development opportunity(ies) specific to an individual judges' needs.
 - d. Identify individuals for promotion to Level 3.

Definitions

4. Officials – For the purpose of this policy, all Level 1, 2, 3 and 4 trained judges within Alberta.
5. Targeted Standard Deviation - The target standard deviation is no more than 0.4 from the average of the panel for each judge on each figure and no more than 0.4 from the average for each judge on each of the 3 routine panels.

Responsibility

6. The Evaluations Coordinator on the Official's Committee will determine
 - a. Competition events to have judge evaluations
 - b. Engage other members of the Officials' Committee to assist with evaluations.
 - c. Monitor and recommend changes to this policy and/or its' associated procedures.

Monitoring

7. An analysis of marks will record Alberta Judge mark trends over the season.
8. Officials will be monitored a minimum of two times each year which may be subject to the official's activity within a season.
9. Monitoring will be as follows.
 - a. For Figure events:
 - a. Mark(s), using the targeted standard deviation as a reference.
 - b. Distribution of marks, noting if the same mark is used more than the evaluator deems reasonable
 - b. For Routine events:
 - c. Mark(s), using the targeted standard deviation as a reference.
 - d. Placement of routines is considered for each judge on each of the 3 panels, noting a widely different placement from the results and/or not giving the routine an appropriate mark using the marking scale.
 - e. Ties, to ensure routines are of equal value.
10. Events that will be analyzed as part of monitoring must:
 - a. Be deemed helpful by the evaluator to maintain judging standards in all age groups.
 - b. Have a panel of judges (3 or more) marking the same thing to compare specific judges.

Development

11. Judges will receive an analysis of their marks to include their results summary relative to how they placed compared to the panel and their percentage score relative to the targeted standard deviation.
12. In addition to the analysis of their marks, each judge will be given individual feedback, specific to their judging performance to assist in their development.
13. If needed or requested, judges will be given a specific plan of development options to enhance their judging.

Promotion

14. Promotion to Level 3 will take into consideration the monitoring and evaluation of an official as well as the need identified at the National level.
15. There will be no demotions or suspensions resulting from the mark analysis and judge feedback.

Privacy

16. The monitoring and evaluations done on individual officials will only be shared with members of the Officials' Committee, or a designated data entry volunteer, as needed, in performing their duties and with the Alberta Artistic Swimming Board or staff if needed in performing their duties.
17. Overall trends of officials within the province may be shared with the community at large.

Procedures

18. The events to be monitored will minimally be the Alberta Artistic Swimming sponsored meets
19. The officials committee will aim to provide the feedback within two months of the completion of the competition.
20. Feedback in the first year will be provided by a meeting with two members of the Officials' Committee and moving forward the committee will develop a formalized written communication with the options of a meeting.