

Tacoma Pierce County Volleyball Officials Board
Evaluation

The purpose of evaluations is to provide positive feedback in a constructive manner which will enable individuals to improve as an official.

Our organization requires that EVERYONE submit evaluations. We also believe that officials must respect the perspective of each other. When a state-rated official evaluates a local or apprentice official the intent behind their comments should be to help the official better understand areas that they are strong in and areas that need improvement. The lower-rated official should respect the experience and knowledge of the higher-rated official. At the same time, we expect the evaluation to be completed in a professional and helpful manner.

When a lower-rated official evaluates a higher-rated official, often times their perspective is limited due to a lack of experience. Their comments, however, are valuable because officials are human and even the best officials make errors or have a lapse in judgment. Perhaps they were late which impacted their partner. Maybe they made a ruling that confused their partner. Perhaps a procedure or signal that they used was different than what might have been taught to the newer official. If that is the case, then feedback designed to help would be appropriate.

In ALL instances, it is essential that we respect each other and avoid coming across as a know-it-all. There are certain ways to explain a situation, ask a question, or ask for a clarification without being demeaning or accusatory. We also need to take the time to include specific comments that will help the individual clearly understand where they can improve. And finally, the expectation from the Board is that evaluations should be submitted no later than the Sunday after your week's matches. This will help your fellow officials to identify the areas to work on the following week. We all need to do a better job in this respect.

Our Board is one of the strongest in the State of Washington. Our standard of officiating is high and professionalism, respect, and knowledge are key components to being a successful and respected official.

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Evaluation Clarification of Terms

Judgment

R-1 Exhibits consistent Judgment In maintaining the same standards from one game to the next within a watch; when teams have different degrees of skill, maintains consistency appropriate to both sides. Maintains consistency and allows appropriate latitude in judging sets, passes that are held or double hits, on tips, on passes that are played out of the net, blocks that are given impetus and direction, and judges them consistently, Makes judgment based on actual contact rather than on body position or technique. Should not make “automatic” calls each time a particular situation occurs. Recognizes and call back row player violations. Calls net violations, especially those occurring near the top of the net. Allows appropriate and consistent latitude on insignificant net violations. Detects and calls touches off the block, Calls screening on the serving team when appropriate. Recognizes and calls illegal alignments on the serving team. Is able to adjust judgment to the level of competition.

R-2 Maintain consistency in Judgment with net violations, especially those occurring near the bottom half of the net. Recognizes and calls centerline violations. Recognizes and calls illegal alignments on receiving team, back row player violations. Shows awareness that back row situations may occur or may have occurred. Detects and indicates touches off the block. Whistle faults involving the antenna on the R2's side of the court. Is able to adjust judgment to the level of competition.

Mechanics

R-1 Scans benches, court, and officiating team prior to each serve. Uses correct hand signals, sequence and techniques. Signals are executed clearly and held long enough to be seen by everyone. Whistle is clear, sharp, authoritative, and can be heard by all game personnel, Varies whistle tones to differentiate various match situations. Has quick reaction time with the whistle. Is able to follow fast play at the net and adjust to varying tempos during a rally.

R-2 Mimics all signals given by the R1 with the exception of beckon for serve and a served ball contacting the net. Uses correct hand signals, sequence and techniques. Signals are executed clearly and held long enough to be seen by everyone. Whistle is clear, sharp, authoritative, and can be heard by all game personnel. Varies whistle tones to differentiate various match situations. Has quick reaction time with the whistle. Scans benches, court, and R1 prior to each serve.

Positioning

R -1 Concentrates primarily on the attacking side of the net. Quickly adjust between plays to obtain the best view and not miss any action. Maintains a stationary position when ball is being contacted. Is able to follow fast play at the net and adjust to varying tempos during a rally.

R-2 Obtains a clear view of the receiving team prior to each serve, but is positioned so that peripheral vision can detect activity from the serving team's benches. Focuses attention on blocking side during plays and makes quick transitions during rallies. Maintains a stationary position when ball is being contacted. Quickly adjust between plays to obtain the best view and not miss any action. Establishes a position that enables view of both blockers and attackers through the net. Is able to follow fast play at the net and adjust to varying tempos during a rally. When giving assistance or at the end of play, steps to one side of the net support in order to be clearly visible to the R1.

Match Control

R-1 Inspects playing site and ensures that equipment and facilities meet accepted standards for play and for safety. Oversees warm ups or delegates warm-ups supervision to the R2. Make decisions quickly and accurately. Gives verbal warnings at approximate times with an appropriate demeanor. Assesses sanctions when warranted. Protects officiating team from abuse by players, coaches, and spectators. Is aware of bench control and assists R2 if necessary and able to expand focus to anticipate and detect unusual situations.

R-2 Facilitates communication among benches, line judges, scorekeeper, R1, and game management Uses preventative measures to correct problems before they occur. Controls, oversees, and times warm up periods. Facilitates substitutions, recognizes and grants timeouts from position near score table minimizing delay of match. Make decisions quickly and accurately. Gives verbal warnings at approximate times with an appropriate demeanor. Requests sanctions from R1 when warranted. Is aware of bench control and assists R2 it necessary and able to expand focus to anticipate and detect unusual situations.

Communications with Coaches and Players

R-1 Conducts captain's meeting in a clear, concise manner. Addresses team members respectfully. Maintains an approachable demeanor and positive attitude. Acknowledges concerns of coaches and captains when they disagree, but minimizes delay of the match.

R-2 Monitors, anticipates and acknowledges questions and concerns of coaches and captains when they disagree, but minimizes delay of the match. Addresses team members respectfully. Maintains an approachable demeanor and positive attitude. Initiates conversations with captains or other team members when appropriate, and handles such interactions professionally and efficiently without causing unnecessary delay.

Communications with Officiating Team

R-1 Fully briefs officiating team clarifying techniques and responsibilities. Maintains "eye contact" with team at all times, allows them to perform their duties, and accepts assistance from them as necessary.

R-2 Clarifies techniques and responsibilities with RI. Maintains "eye contact" with team at all times. Offers discreet assistance to R1 on calls where R1 may have not a clear view of ball contact or of the play. Alert to addressing questions and concerns from line judges and scorekeepers and assist them as necessary.

Professionalism

R-1, R-2 Uniform is clean and pressed. Is well groomed and professional in appearance. Maintains focus and consistent level of concentration throughout entire match. Is able to recover after a controversial or adverse situation has occurred and maintain the established level of play. Displays calm, but decisive manner and low-key but cordial attitude. Projects confidence in oneself and in the performance of the entire officiating team. Establishes and maintains a brisk, but unhurried match tempo. Displays spirit of cooperation toward officiating team, coaches, players, event management, and spectators.

Match Difficulty

Match difficulty is very subjective to the individual rating the match. When asked to rate matches on its difficulty consider the amount of decisions you make during the match, and the amount of pressure during the match.

This will clarify the rating of a match:

Match Difficulty: _____

1- Few decisions; little pressure

2 - Ave. match

3- Decisions were numerous and difficult; high pressure

Examples of Positive Evaluations

Evaluations are important in how they are communicated to other officials. Below are examples of positive, constructive comments. The comments help the officials to improve and the improvement increase when the evaluations are accurate and positive.

MATCH PROTOCOL AND CONDUCT:

R1: Promptness; pre-match conference; control of warm-up; instructions to officiating crew; inspection of playing area; poised and alert; maintains an established level of play; commands respect; impartiality; reaction time; demeanor towards officiating crew; communication with captains; control match; communication with officiating crew; reaction under pressure.

R2: Promptness; verification of line-up; inspection of equipment; timing of warm-up; poised and alert; involvement in match; communication with R1; communication with scorers table; communication with bench during match; reaction under pressure; focus during match.

Very thorough and communicates information quickly but clearly. Good eye contact with partner and rest of crew.

Need to know pre game presentation and as you do more you will breeze through it.

R1: very thorough. R2: good job communicating with the scorer's table and benches.

R1-as usual, great court and equipment survey, assessment and adjustment (of net). way to take charge pre-match upon entering facility.

You were prepared to give a team a TO at the start of a game when he found out the coach had put a wrong player on the court. I explained that there was no need for the TO and that the correct procedure was to simply put the correct players on the court since they could also NOT take a timeout. You reviewed the line judge duties thoroughly but failed to do this at the spot where they are going to be positioned. I suggested that you change this in the future because it would allow you to talk about and show them proper mechanics

R2-way to take charge of overseeing review of duties for all lines people. Remember you are in charge of the scorer's table.

Called to notify R1 that she would be late which was courteous. Did a nice job explaining responsibilities to line judges. Communicated with coaches as needed to maintain control.

SETTING:

R1: Consistency; tight; loose; setter vs. Non-setter; call relative to sound; call relative to body position; lifts; double hits

R2: Assisting R1 when blocked out; overlapping

As R1, established a nice level of consistency. Allowed teams to determine outcome but held a standard for them to play at.

You started out too loose but improved as we talked during time outs and in between games

Excellent job in making ball handling calls. Was appropriate for level of play. Gave some latitude but without letting it turn to jungle ball.

Very consistent with calls. You were very helpful in assisting me on setting calls.

We talked before the match and I let him know that I was working on seeing doubles and carries. He was great in assisting me in that. We discussed a few plays in between games and his input was appreciated.

He called the lifts consistent. When questioned about the call he took the time to explain to the captain/coach. Was happy to do so.

R1 - I thought you were very fair in your ball handling judgment. R2 - A+

PASSING / DIGGING:

R1: Consistency; tight; loose; lifts; timing of calls; balls played out of the net; overhead dig

R2: Assisting R1 when blocked out

Very aware of the court. Good job in providing help. He maintained good eye contact throughout the match.

All in all was very consistent.

BLOCKING:

R1: Net violations; illegal blockers; held ball in joust; touch calls; blocking recovery plays; reach-over; directional blocking

R2: Net violations; centerline violations; knowledge of rotations / illegal blocker.

Maintained good net control as R2

Again, you demonstrated good knowledge and the ability to stay focused on his required tasks.

Good job in maintaining net control as R2. When you make your signal as to the number of the player in the net, make sure it is clearly visible to the coach of the offending team.

I love it when the player's number is displayed so I can then flash them the coach. Thanks. Coaches probably already knows, but we tell them anyway.

R1 - nice job judging the net play of when to stop and when to play on.

ATTACKING:

R1: Power tips; illegal attacker; attack recovery play; net violations; touch calls; dumps; 4 hits

R2: Net violations; centerline violations; illegal attackers; balls attacked outside antenna.

Calls were prompt and violations communicated to bench quickly as needed.

Great job in line violation after the attack. Made great calls when needed.

R1 - we may have missed a 4-hit but I missed it to and it was right in front of me. R2 - I did not have a problem with your out calls on your side of the net.

MECHANICS:

R1: Signals are correct, clear, visible and sustained; exhibits attention and evidence that he/she is following the play; decisions are clear and precise; whistle clarity.

R2: Position and movement during play; position relative to substitutions; coordination with R1; signals are correct clear, and visible; timing of timeouts and substitutions.

Nice crisp and clear signals. Maintained a nice rhythm to the match.

You need to work on correct signals and work on timing on blowing whistle..you delay too long. As R2 make sure you scan benches at every dead ball.

R2-occasionally you would disappear behind the upright, out of eye contact for a few seconds- try not to linger there and don't give awards w/arm obscured by pole. secondly, when ending t.o. stand beside upright w/# of t.o.'s used, raised above head. as opposed to standing behind upright with one arm on each side of upright.

Having a scorer's table so far back makes it difficult for a smooth sub transition but you worked hard to make for smooth sub process and to communicate with the scorer as needed. Nice effort

R2-very good to excellent mechanics and procedural whistles. I was impressed. as discussed, you do not have to return to the awarded side on penalty/award signal sequence if mitigating circumstances come about, i.e. t.o. called by team penalty was on, sub, etc.

You have improved considerably in one year and has a good grasp of the game. She knows what she needs to work on such an overlap recognition and is starting to work on those areas. Areas of concern we discussed during the match included the following:

1. Don't delay game by waiting for a libero replacement to get back on the court in the exact position before whistling for serve. The team needs to hustle and be better prepared if they are going to use a libero but don't give them an advantage by waiting.
2. Show the double hit signal more often. You seemed to rely too much on the illegal hit signal but that sends a confusing message to the player and coach as to what they did wrong.
3. Stand up straighter when you make your touch signal. You seem to bend as the signal is made.
4. Work on memorizing the position of your setters. Make sure you discuss with your R2 what signal you want them to use if they see a back row violation. When I signaled back row attack you looked at me like I was either nuts or you just did not know what I was doing. Work that out in advance.

5. At the end of a game when a coin flip is needed blow your whistle, hold the teams on the end line, hold you hands up and make a C to they know you are calling for the captains. Then, point to the middle of the court as though you are directing them to meet with the R2 in that location.
6. There is no need to mimic the end of game signal when you are the R1.
7. When blowing your whistle for timeouts please make it louder and longer so that players from both teams clearly know what action has just been taken.

Overall Match Comments:

Nice job in both positions. Good eye contact with partner at all times allowed us to maintain a nice flow to the match. Very steady official and a nice addition to the Board.

A pretty good 4-game match. Did a good job with a situation involving an illegal libero replacement that wasn't discovered until we had a wrong server. You stuck with it until it was all resolved and you had explained it to both benches to their satisfaction. Great working.

An intense and an extremely loud match that would have been even more so had not both teams been so very tight (more missed serves than I have personally witnessed in any one match, ever). Still quite entertaining. Nice to have exceptional crowd participation and nice to have you there!

I appreciate you coming over to discuss a call that you felt I missed. Your approach and choice of words was highly professional and others could learn. You will contribute significantly to our Board with your background and understanding of the game. I enjoyed working with you as you were right on the money with your calls.

An easy going match to brush up on some things and work on flow & tempo. Both coaches know the game and are quite accommodating. it made working with them enjoyable.

Always enjoyable to ref with you because you to get better, and by asking lots of questions it is evident that you to learn. Keep up the work ethic.