



NETBALL
NEW ZEALAND

Umpire Coaches and Assessors

Appointments/
Observation
Process

We live this game.



Appointments/Observation Process

A pool of knowledgeable, competent Umpire Coaches and Umpire Coach/Assessors is required to enable umpires to develop and achieve high standards of umpiring and accreditation.

PREFERRED QUALIFICATIONS INCLUDE

- Current or former qualified umpire.
- Previous Coaching, Coaching/Assessing experience preferred for Zone and NZ level.

SKILLS REQUIRED

It is expected Umpire Coaches and Umpire Coach/Assessors would be able to:

- Empower Umpires using effective coaching methods promoting Umpire Centred Learning (UCL).
- Assist Umpires to develop self-analysis skills.
- Impart up-to-date umpiring knowledge.
- Demonstrate a sound understanding of KPIs relevant to the desired performance standard being coached/assessed.
- Analyse an umpire's performance against the Award KPIs and determine strengths and areas to develop.
- Communicate in an honest, constructive manner.
- Make detached and impartial decisions.
- Exercise duties in a professional manner and maintain relevant confidentiality.

KEY FUNCTIONS

- Ensure, as much as is practicable, distribution of support and equity of opportunity for umpires.
- Coach Umpires to improved performances and progression along the accreditation pathway.
- Assess Umpires according to the assessment requirements set out by NNZ.
- Advise NZUDG of Talented Umpires, Umpire Coaches, Umpire Coach-Assessors.

APPOINTMENT PROCESS

- Zones will invite applications for positions as Umpire Coach and/or Umpire Coach/Assessor at NZ, Zone and Centre levels by the end of October annually.
- For existing Coaches or Umpire Coach/Assessors application is only necessary in the year their term expires, unless they are applying for a different role to their current appointment.
- An Appointment Panel, consisting of NZUDG members in the Zone, will consider all applications.
- Appointments will be provisional until completion of appropriate CAT (Coach Assessor Training) Workshops.
- Some appointments may be conditional on extra support which will be detailed at time of appointment

- Applicants may be appointed as Coach, or Coach-Assessor, dependent on experience/strengths in one or both areas. NNZ recognises that the Coach and Assessor roles each require different skill sets.
- Coach/Assessor Observation Report documentation will inform the re-appointment process.

New appointments will be based on application data, experience, capabilities and potential. Where required or where applicants are unknown to the panel, NZUDG will seek information from the relevant Centre or Zone personnel. This process may include the NNZ National Technical Officials Manager.

TERMS OF APPOINTMENT / PROFESSIONAL DEVELOPMENT / TRAINING

- Applicants may be accredited for up to four years. Appointments are made over a variety of 1-4 year terms, to enable a sensible rotation of appointments.
- New Coaches and Coach/Assessors will be required to undertake training, which includes:
 - » One NNZ CAT Workshop annually
 - » At least one Practical Observation by NZUDG member
 - » Professional Development as outlined at time of appointment
 - » Other Professional Development opportunities available in the Centre and Zone - e.g: Zone Tournaments
- Coaches and Coach/Assessors who reapply or who apply to work at another level will be required to undertake training, which includes:
 - » One NNZ CAT Workshop annually
 - » At least one Practical Observation by NZUDG member, or NZUDG delegated representative
 - » Professional Development as outlined at time of appointment
 - » Other Professional Development opportunities available in the Centre and Zone - e.g. Zone Tournaments
- Informal Peer Observations/Support can form part of a Coach, Coach/Assessor's development programme.
- Practical observations will be undertaken on a priority and rotational basis, being: new Coaches, new Assessors, those whose term is soon to expire, rotational for experienced Coach/Assessors. Over a four year cycle all Coach/Assessors will have been observed, in addition to annual professional development opportunities.
- Coach/Assessors are expected to keep their own records on Observer discussions and any plan agreed to [eg: key work-on, meet again in one month's time].
- A formal Observation will be for the duration of the designated game, plus observation of the Post Match Discussion and follow-up discussion between the Coach-Coach/Assessor and Observer.
- Where an Umpire Coach/Assessor does not attend an update workshop due to unforeseen circumstances the NZUDG in the Zone may determine the status of that Coach/Assessor for the next year.
- Where an Umpire Coach/Assessor makes no genuine attempt to attend a CAT Workshop they will no longer remain current and will therefore be unable to coach or assess until they do attend a CAT workshop the following year.
- Attendance at designated Zone events is encouraged and may be required for training purposes. It is expected that Coach/Assessors will be pro-active and exercise self-responsibility in relation to their training availability and development.

Zones will support this by ensuring event dates and development opportunities are advertised.

Coach

Key Performance Indicators required for each level

[reference Observation Sheet for number descriptors]

CENTRE

- | | |
|-----------------|---------------------------|
| · 7, 8, 9, 10 | Competent required |
| · 1, 2, 4, 5, 6 | Developing |
| · 3, 11 | Beginner |

ZONE

- | | |
|------------------------|-----------------------------|
| · 7, 8, 9, 10 | Competent required |
| · 1, 2, 3, 4, 5, 6, 11 | Developing or higher |

NEW ZEALAND

- | | |
|------------------------------|-----------------------------|
| · 1, 2, 4, 5, 6, 7, 8, 9, 10 | Competent required |
| · 3, 11 | Developing or higher |
-

DESCRIPTORS:

At all levels there must be a demonstrated willingness to grow in capability, access and utilise professional development support.

The KPIs outline the detail of capabilities required to coach effectively at each level.

A Centre Coach should:

- recognise and deliver identified Centre level competency capabilities with some confidence;
- demonstrate recognition of developing capabilities required and begin to analyse steps for further growth;
- understand there are areas of higher-level thinking to develop with experience.

A Zone Coach should:

- have consolidated competency capabilities to a consistently accurate level, relevant to Zone criteria;
- be growing the skills needed to formulate responses to the developing areas of capability.

A New Zealand Coach should:

- have the ability to effectively, accurately and competently coach, showing an ability to formulate appropriate coaching approaches according to UCL and priority needs.

Assessor

Key Performance Indicators required for each level

[reference Observation Sheet for number descriptors]

CENTRE

- 1, 2, 3, 4, 5, 6 **Competent**
- 7 **Developing or higher**
- 8 **Beginner**

ZONE

- 1, 2, 3, 4, 5, 6, 7 **Competent**
- 8 **Developing or higher**

NEW ZEALAND

- 1, 2, 3, 4, 5, 6, 7, 8 **Competent**
-

DESCRIPTORS:

At all levels there must be a demonstrated willingness to grow in capability, access and utilise professional development support.

The KPIs outline the detail of capabilities required to assess effectively at each level.

A Centre Assessor should:

- have a relevant understanding of Coaching capabilities;
- have sufficient knowledge to enable fair evaluation and analysis of an Umpire's performance.

A Zone Assessor should:

- have consolidated competency capabilities to a consistently accurate level;
- be growing the skills to formulate responses to the developing areas of capability;
- be beginning to show learning from experiences that have been reflected on.

A New Zealand Assessor should:

- show competency in all areas of capability, and sound knowledge of priority needs;
- be able to effectively formulate relevant, timely and accurate assessment evaluations, responses and reports.

Umpire Coach-Coach/Assessor Code of Conduct

It is important the Coach-Coach/Assessors operate, at all times, by the requirements of the Code of Conduct.

For Zone Umpire Development Personnel and Centre Umpire Coaching Co-ordinators:

Please refer to the NNZ Community Umpiring Manual for responsibilities, to ensure NNZ process and expectations are consistently followed New Zealand-wide.

To access the NNZ Community Umpiring Manual, go to:

<http://www.netballnz.co.nz/useful-info/resource-library/umpires>



PO Box 99710, Newmarket, Auckland 1149 | Level 1, Windsor Court, 128 Parnell Road, Parnell, Auckland 1052

Telephone: +64 9 623 3200 | Email: info@netballnz.co.nz | NetballNZ.co.nz