

Illinois Swimming Official's Association (ISOA) Observer's Program

Purpose

- To help improve officiating among ISOA members.
- To work toward consistency in our officiating techniques.
- Official retention – Surveys show one of the main reasons officials “drop out” is a lack of feedback and communication about performance.

Observer Selection Criteria

- Must be an IHSA Certified official.
- Must have attended a current rules meeting.
- Must express interest to the Program Coordinator and ISOA President.
- Must be an ISOA member who supports the mission of both the ISOA and IHSA.
- Final approval as an observer rests with ISOA President.

Observers

- Mike Hutton, Program Coordinator – North and Northwest Suburbs
- Mark Anderson – North and Northwest Suburbs
- Steve McGriff – Rockford Area
- Jim Katula – South and Southwest Suburbs
- Kevin Moss – Downstate

Training

- Program Coordinator attended IHSA training in July 2007.
- Program Coordinator responsible for training observers.
- Future training to new observers as needed.

Financial Considerations

- ISOA may apply to IHSA for grant money to defray some costs of the program.
- Observers will be paid a flat fee of \$25.00 per observation.

Who will be observed

- Only ISOA members will be observed.
- An ISOA member may contact the observer directly in his/her geographic area.
- Any ISOA member may request an observation at any time, and as often as desired.
- Every effort will be made to observe all who wish to be observed.

Nature and Scope of Observations

- Observers will attend the meet of the official being observed, introduce themselves prior to the meet, observe the meet from the spectator area and then share the observation with the official immediately after the meet.
- Observers will report to the Program Coordinator that the observation took place, but the comments surrounding the observation will not be shared and will remain as a private conversation between the Observer and the Observee.
- Program Coordinator will summarize the number of observations by observer monthly and submit a report to the Treasurer for payment of the observer.