

Illinois Swimming Official's Association 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 a Certified IHSA official
- Must attend ISOA observer training program (conducted by Head Observer)
- Must have attended a current season rules meeting
- Must express interest to Program Coordinator and ISOA President
- Must be an ISOA member that supports the mission of the ISOA and IHSA
- Final approval as an observer rests with ISOA President

Initial Observers

- Mike Hutton, Program Coordinator – Northwest and North Suburbs
- Mark A. Anderson – Northwest and North Suburbs
- Steve McGriff – Rockford Area
- Bill Bavirsha – South and Southwest Suburbs
- Kevin Moss – Downstate

Training

- Program Coordinator attended IHSA training in July 2007
- Program Coordinator will train additional observers
- Future training to new observers as needed once IHSA program is in place

Financial Considerations

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

Who will be observed

- Only ISOA members will be observed
- For purposes of this program, a “new” official is defined as having had an IHSA license for 3 years or less.
- All 1st year officials will be contacted by an observer, then 2nd year, then 3rd year. They will share their schedule with the observer, and an agreement as to date/time/place will be established.
- Any other member may request an observation at any time, but priority will be given to newer officials.
- Limitations may exist due to travel, number of requests, and time, but 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 feedback with the official immediately after the meet (forms attached.)
- Where possible, observers will give suggestions to the official observed for future meets.
- Observers will report to the Program Coordinator that the observation took place, but the results of the observation will not be shared with anyone except the observer and the official observed.
- Program Coordinator will summarize the number of observations by observer monthly and submit a report to the treasurer for payment of the observer.
- Only if authorized by the official being observed, and if possible and feasible by the observer, the official's meet will be videotaped and the tape used in future clinics/training programs offered by the ISOA.