



# **SQUASH CANADA OFFICIATING PROGRAM**

## **REFEREE PROGRESSION**

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## **1. Introduction**

The mission is to attract and retain consistently competent Squash Referees, fulfilling a critical component of a competitive national squash community.

The Rules of Squash document is the primary reference, augmented by additional materials such as videos and on-line courses. All Referees are expected to know the rules.

The competency based process will provide self-directed learning opportunities and tools to enable Referees to continue their development of the knowledge, skills and attitudes required before and between assessments. The assessments will confirm the competence and advance the Referees through the distinct levels of Club Referee, Local Referee, Provincial Referee and National Referee designations.

The assessment and confirmation of the Referee is decided by Provincial and National Assessors, based on the fulfillment of the criteria including the candidate's performance in match situations, on the demonstration of knowledge in the assessment debriefing and by meeting learning and experience criteria completed in between assessments.

## **2. Desired Outcomes**

This section outlines the goals of the program, both for individual Referees and for the community at large – and touches on the mechanisms used to ensure those goals.

The desired outcomes are:

- That there are a sufficient number of competent Referees at each of the community levels.
- That Referees progress through the ranks as quickly as they can fulfill the learning requirements and be assessed as competent.
- That Referees will drive their on-going development through the use of the training materials and gaining experience refereeing at tournaments and/or leagues.

This program provides clearly defined competencies for each level and self-directed learning and assessment tools. The Referee candidates can then facilitate parts of their development and seek opportunities to practice and reinforce the skills, knowledge and attitudes required to advance. The assessment would thus become the confirmation of their progress, rewarding those who have demonstrated competence and provide guidance on learning objectives.

With clear descriptions of observable & measureable competencies, we have designed our program to reflect a number of elements conducive to developing highly trained officials.

Experience and practice will continue to be a key driver of developing competency.

### **3. Referee Competency Designations**

This section lists the 4 levels of Referees along with the scope of competencies applicable to each.

**Note that the competencies demonstrated in assessments are only valid for the level being assessed to. For example, if an individual demonstrates Front Wall (FW) competency when being assessed from the Club to Local level, the individual will again need to demonstrate Front Wall (FW) competency when being assessed from the Local to Provincial level. The difficulty of the decisions is expected to be different when moving through the Referee levels.**

#### **3.1 Club Referee**

This is the entry point designation for Referees - attained by either completing the on-line course and passing its exam, or by attending the Certification Clinic and passing the Certification Clinic exam or the on-line exam.

#### **3.2 Local Referee**

This designation identifies Referees competent to referee local matches involving players who are not nationally ranked. Core competency criteria for this level includes: basic knowledge of interference interpretations, elements of match management, a willingness to fulfill learning objectives, and limited experience in interclub matches and local tournaments.

#### **3.3 Provincial Referee**

This designation is for Referees competent to referee championship matches at the Provincial level and early round Open calibre play at the National Championships. Core competency criteria for this level includes: demonstration of correct interference interpretations, better judgement than a local Referee, decisions displaying awareness of player movement to and from the ball, effective and efficient match management, fulfillment of learning objectives, and much broader experience in local, provincial and

national tournaments. There should be a level of awareness of the impact of their decisions on the match.

### **3.4 National Referee**

This designation is for Referees competent to referee any amateur or professional match in Canadian amateur or professional players. Core competency criteria for this level includes: advanced judgement of interference interpretations including decisions based on player movement to and from the ball, effective and efficient match management, fulfillment of learning objectives, and broad experience in local, provincial, national and professional tournaments. There must be an acute awareness of the impact of their decisions on the match.

## **4. Administrative Structure**

This section gives a broad overview of the record-keeping aspect of the program, and also explains the availability of program materials.

### **4.1 Data Base**

- An on-line data base contains the profile of each Referee including their stage of progression.
- There is a section for each Referee related to specific assessment documentation and recommended learning objectives as determined by an Assessor.
- There will be a section dealing with self-directed learning of specific modules related to the stage of development for that Referee. It is currently under development.
- There will be a section allowing the Referee to enter their activity and post comments related to their own concerns and mentoring requests. It is currently under development.
- There will be a section for P/T Administrators to track their Referees' progression and manage their development. It is currently under development.

### **4.2 Assessment Documentation**

- Every assessed match has a result against benchmark criteria.
- Assessors use a formal document to record the outcomes of specific match performance. The Assessor will also verify the fulfillment of learning objectives needed for the candidate's level of development. Following the match, the assessor must review the match (debrief) and give the candidate the

opportunity to sign the document. Failure to follow this procedure will invalidate the assessment if the candidate disputes it.

- Assessors may access the candidate's data base file prior to any assessment to determine any specific training objectives that the candidate was addressing.

## **5. The Measurable Competencies**

This section lists all the competencies, used throughout the 3 levels after 'Club', upon which the candidate is assessed and outlines several guidelines for their application.

### **5.1 Knowledge & Application**

- Know and use correct terminology (M).
- Know the rules and apply them correctly (RUL).
- Know and apply the Injury/Blood rules properly(RUL).
- Be consistent in decisions (CON).

### **5.2 Interference Interpretation**

Demonstrate correct application of core interference interpretations on a consistent basis. These core interference interpretations (along with their initialisms) are used on the assessment forms:

- Makes correct decisions on front wall interference (FW)
- Makes correct decisions on the failure to provide direct access to the ball (DA)
- Makes correct decisions on poor effort to get to and play the ball (PB)
- Makes correct decisions on swing Interference (SW)
- Makes correct decisions on minimal interference (MI)
- Makes correct decisions on created interference (CI)
- Makes correct decisions on a winning return and a potential winning return (WR)

### **5.3 Match Management**

- Display composure, avoiding confrontation when under stress (STR)
- Demonstrate effective communication with players and fellow Referees (CM)
- Demonstrate match control using Conduct Penalties when necessary (CTL)
- Make Independent decisions with 3 Referee system (3RS)

## 5.4 Footnotes

As Referees gain experience and progress through the designations, they will be expected to display an understanding of and correct application of interference interpretations.

All decisions may be viewed as routine or difficult and a decision may be deemed as influential on the outcome of the match. An incorrect influential decision may result in a failed assessment.

The Assessor's responsibility is to determine the Referee's comprehension of the principles related to the individual competencies often enough to deem the Referee capable of handling that competency in a more challenging match.

All demonstrations of competency will be recorded in the data base, will form a 'history' for the assessment process and will be a factor in the promotion decisions made by the Assessors.

There is an acceptable error rate for each level of progression.

## 6. Experience

The candidate must attain enough match experience to be exposed to situations which may arise in a match in which the Referee is being formally assessed. Each Referee designation will have a specified number of required matches as designated in Figure 1, "Referee Progression Matrix".

## 7. Criteria for Progression

In terms of a comprehensive evaluation of a match, for all designations, the term 'consecutive' below will be equivalent to 'without failure'. 'Successful' is defined as performing at least one level above their current Referee designation. A 'performed at current level' assessment will have no effect on the consecutiveness of a match or competency demonstration.

**In an effort to partially overcome the problem of 'not enough calls', the 'pooling of calls' is permitted so as to aggregate the refereeing decisions over multiple matches to help attain the required numbers. This may only be done by the same Assessor at the same event.**

Under extenuating circumstances, the Squash Canada Officiating Committee may move individuals to higher levels without meeting all criteria.

### 7.1 CLUB Referee to LOCAL Referee

#### 7.1.1 Level of Play

Any competitive match

#### 7.1.2 Demonstration of Competencies

##### Knowledge

- Use correct terminology (M).
- Answer the Assessor's questions pertinent to each form of interference
- A maximum of 1 error on rule application will be allowed on any assessment.

### **Interference interpretations**

Correctly decide on decisions related to:

- Front wall interference
- Access to the ball
- Effort to get to and play the ball
- Swing interference

Explain the basis for the decisions to the Assessor.  
Consistency from decision to decision is expected.

### **Match Management**

Use proper marking terminology and scoring.

Be reasonably composed and use an assured voice.

Assessor to review specific rule book sections dealing with marking including appendices.

#### **7.1.3 Experience**

Is self-recorded and requires a minimum of 25 games (not matches) as a Referee including at least 15 at a sanctioned tournament.

#### **7.1.4 Training Modules**

- No training modules required

#### **7.1.5 Criteria for Promotion**

- Must obtain two consecutive, successful match assessments by a Provincial or National Assessor.
- Must obtain two consecutive successful demonstrations of required individual competencies.
- Must obtain two consecutive successful verbal demonstrations of competency knowledge as evaluated by 2 different Assessors.
- Must meet experience requirements.
- Must successfully complete required training modules

Matches considered to have had insufficient decisions, performed at current level, not be difficult enough or have had no opportunity for the Referee to demonstrate a particular competency do not impact the 'consecutive' criteria.

During the verbal competency demonstration, to be judged competent, and be recommended to **"Local"**, the Assessor must have seen sufficient evidence to warrant such judgement and be satisfied by the Referee's responses that they comprehend the concepts and principles. An Assessor may recommend learning objectives to the Referee and still recommend progression.

Ideally, the Referee would have displayed a willingness (attitude) to address any learning objectives from a prior assessment.

Over the match, the Referee would be deemed competent if the error rate is less than 20%.

## **7.2 LOCAL Referee to PROVINCIAL Referee**

### **7.2.1 Level of play**

Quarter-final (1/4) match, or later round, of a Provincial Championship or any National Championship Open match. *Even though a match may not meet these criteria regarding player levels, an Assessor may consider any given match as eligible if it contains sufficient challenges that allow the candidate to demonstrate pertinent competency.*

### **7.2.2 Demonstration of competencies**

#### **Knowledge & application**

- Know and use correct terminology (M).
- Apply the rules properly with no errors on rule applications (RUL).
- Explain the code of conduct and applications to the Assessor (RUL).
- Explain injury/blood rules, interpretations and processes to the Assessor (RUL).
- In the event of an injury and /or blood provide the pertinent explanations to players and audience (RUL).

#### **Interference interpretation**

Correctly and consistently (CON) decide on decisions related to:

- Front wall interference (FW)
- Providing access to the ball (DA)
- Effort to get to and play the ball (PB)
- Swing interference (SW)
- Minimal interference (MI)
- Created interference (CI)
- Winning return (WR)

### **7.2.3 Match management**

- Use proper marking terminology and scoring making infrequent errors (M).
- Be composed and use an assured voice (STR).
- Demonstrate an awareness of player movement to and from the ball through their decisions, and be able to communicate those concepts to the players in concise and precise responses as required (CM).

### **7.2.4 Experience**

Is self-recorded and requires a minimum of 75 games (not matches) as a Referee, including at least 50 at B level or above matches at sanctioned tournaments of which at least 5 be of a semi-final or final of a provincial championship category.

### **7.2.5 Training modules**

- Injury, illness & bleeding module

### **7.2.6 Criteria for promotion**

- Must obtain three successful assessments, of which the last 2 are to be completed consecutively. At least 2 of these assessments must be by a National Assessor.
- Provide demonstration of required individual competencies.
- Must meet experience requirements.
- Must successfully complete required training modules

Matches considered to have had insufficient decisions, performed at current level, not be difficult enough or not to have had an opportunity for the Referee to demonstrate a particular competency, do not impact the 'consecutive' criteria.

To be judged competent, and be recommended to "Provincial", the Assessor must see sufficient evidence to warrant such judgement and be satisfied by the Referee's responses that they comprehend the concepts and principles. An Assessor may recommend learning objectives to the Referee and still recommend progression.

The Referee must display an understanding of the impact of decisions on the match.

The Referee must be deemed competent in all of these competencies for progression. Consistency from decision to decision within each competency is expected.

Over the match, the Referee would be deemed competent if the error rate is less than 15%.

There is no minimum number of correct decisions required. The difficulty of the match, the difficulty of decisions in the match and number of influential decisions will be used to determine if the match is valid for an upgrade.

### **7.3 PROVINCIAL Referee to NATIONAL Referee**

#### **7.3.1 Level of play**

Match involving players ranked nationally in the top 20, or professional match involving PSA players ranked in the top 250 or WSA players ranked in the top 125. *Even though a match may not meet these criteria regarding player levels, an Assessor may consider any given match as eligible if it contains sufficient challenges that allow the candidate to demonstrate pertinent competency.*

#### **7.3.2 Demonstration of competencies**

##### **Knowledge**

- Use correct terminology (M).
- Apply the rules properly with no errors on rule applications (RUL).
- Use the code of conduct appropriately (CTL).
- In the event of an injury and /or blood provide the pertinent explanations to players and audience.

##### **Interference interpretation**

Correctly and consistently (CON) decide on decisions related to:

- Front wall interference (FW)
- Providing access to the ball (DA)
- Effort to get to and play the ball (PB)
- Swing interference (SW)
- Minimal interference (MI)
- Created interference (CI)
- Winning return (WR)
- Manage interference by communicating with players and making appropriate decisions (INT)

#### **7.3.3 Match management**

- Use proper marking terminology and scoring, rarely making errors (M).
- Be composed and use an assured voice (STR).
- Demonstrate an awareness of player movement to and from the ball in their decisions and be able to communicate those

experiences to the players in concise and precise responses as required (CM).

#### **7.3.4 Working in a Referee/Marker or 3-Referee Match**

- Independently make decisions in a 3-Referee System (3RF)
- Effectively work with Side Referees and Marker (RM)

#### **7.3.5 Experience**

Is self -recorded and requires a minimum of 100 games (not matches) as a Referee, including at least 75 of A level or above matches at sanctioned tournaments, of which at least 15 be of a semi-final or final of a provincial or national championship category.

#### **7.3.6 Training modules**

- Ethics Module

#### **7.3.7 Criteria for promotion**

- Must obtain five successful assessments, the last 3 consecutively.
- Must obtain a minimum of 3 National Assessors, FPS Assessors, or WSF Assessors must have assessed the Referee.
- Provide demonstration of individual competencies.
- Must meet experience requirements.
- Must successfully complete required training modules

Matches considered to have had insufficient decisions, performed at current level, not be difficult enough, or have had no opportunity for the Referee to demonstrate a particular competency do not impact the 'consecutive' criteria.

All competencies must be demonstrated successfully during match play over the last 3 assessments, where the competency was applicable, for the Referee to be deemed competent. An error rate of 10% is acceptable unless the Assessor deems a decision error to be influential on the match outcome.

To be judged competent, and be recommended to 'National', the Assessor must have seen sufficient evidence to warrant such judgement and be satisfied by the Referee's responses that they comprehend the concepts and principles.

The Referee must display an acute understanding of the impact of their decisions on the match.

Consistency from decision to decision within each competency is expected.

There is no minimum number of correct decisions required. The difficulty of the match, the difficulty of decisions in the match and number of influential decisions will be used to determine if the match is valid for an upgrade.

# Figure 1: Referee progression matrix

	Course	Exam	Match signatures	Verbal Knowledge Evaluation	Experience	Competencies	
						Interference Decisions	Match Management (Includes Marking)
Club	Basic online or live class	Online 80%	None	None	None	None	None
Local	Live demo & practice module	None	2 consecutive successful	2 consecutive successful by 2 different Provincial or National Assessors	25 games as Referee including at least 15 at a sanctioned tournament	2 consecutive successful on FW, DA, PB & SW	Use correct terminology
Provincial	Injury, illness, & bleeding module	None	3 successful with at least 2 consecutive successful	None	75 games as Referee including at least 50 of B level or above at a sanctioned tournament. At least 5 of a semi-final or final of a provincial championship	2 consecutive successful on FW, DA, PB, SW, M, CI, WR, INT	2 consecutive successful on RUL, M, STR & CM
National	Ethics module	None	5 successful with at least 3 consecutive successful performed by 3 different National Assessors, WSF Referees or WSF Assessors	None	100 games as a Referee, including at least 75 of A level or above matches at sanctioned tournaments, of which at least 15 be of a semi-final or final of a provincial or national championship	3 consecutive successful on FW, DA, PB, SW, M, CI, WR, INT	3 consecutive successful on RUL, M, CTL, STR & CM
OCP			2 consecutive successful in 3 years		20 games per year at A level or higher		

**NOTES**

1. For all designations, the term 'consecutive' will include sequential 'Successful' assessments. 'Successful' is defined as performing at least one level above their current Referee designation
2. Matches or competency demonstrations considered to have had insufficient decisions, performed at current level, not be difficult enough ('Not Assessible' (N/A)) do not impact the 'consecutive' criteria.

**Interference Competencies**

- Recognizing front wall interference (FW)
- Recognizing the failure to provide direct access to the ball (DA)
- Recognizing poor effort to get to and play the ball (PB)
- Recognizing swing interference (SW)
- Recognizing minimal interference (MI)
- Recognizing created interference (CI)
- Recognizing a winning return and a potential winning return (WR)
- Manages interference (INT)

**Match Management Competencies**

- match control using Conduct Penalties when necessary (CTL)
- effective communication with players and fellow Referees (CM)
- display composure, avoiding confrontation when under stress (STR)
- know the rules and apply them correctly (RUL)
- know and use correct terminology (M)