



SOCCER NOVA SCOTIA

# REFEREE DEVELOPMENT PLAN

—  
2021

CREATED BY:  
DEVELOPMENT DEPARTMENT

DATE:  
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## SUMMARY



## INTRODUCTION

The Soccer Nova Scotia 2017-2021 Strategic Direction is an important benchmark that provides direction and focus for soccer development in Nova Scotia.

Soccer Nova Scotia's strategic direction sets the vision and clarity for developing referees in Nova Scotia, while the referee development plan will provide the pathway and tactics required to help achieve these strategic priorities.

This referee development plan is designed as a primary action plan for staff and key stakeholders responsible for delivering soccer over several layers of development throughout the province. Stemming from Soccer Nova Scotia's strategic priorities Organizational Leadership, Developing the Game and Partnership and Engagement, the referee development plan is built on six pillars:

- LEADERSHIP
- EDUCATION
- PARTNERSHIP & ENGAGEMENT
- RECRUITMENT & RETENTION
- MENTORING & ASSESSING
- HIGH PERFORMANCE

While the referee development plan specifically targets staff and key stakeholders, it also has relevance to the wider soccer community. This document will be of interest and provide guidance to the many organizations and individuals that operate in the soccer community including: National Sport Organizations (NSO), Regional Sports Organizations (RSOs), clubs, leagues and the numerous community sport coaches who give their time to make soccer in Nova Scotia a fun and enjoyable experience.



## STRATEGIC DIRECTION

**Vision:** Soccer Nova Scotia: A community driven, nationally recognized leader in the development and growth of soccer.

**Mission:** Our mission is to provide leadership to our members by building vibrant communities through a player-centred approach embracing the values of fair play, respect and a passion for the game of soccer.

## STRATEGIC PRIORITIES



### **Organizational Leadership**

A model democratically operated provincial soccer organization, built on a foundation of transparent governance, staff professionalism and financial sustainability.



### **Developing the Game**

Committed to excellence in standards, growth of participation and strength in Nova Scotia's soccer community.



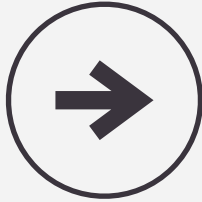
### **Partnership & Engagement**

Working with volunteers, players, parents, coaches and referees, alongside community, public and corporate partners, to foster enthusiasm for and commitment to the game of soccer.



## LEADERSHIP

Pillar



### GOAL 1

**Review and Restructure Provincial Referee Committee to align with Soccer Nova Scotia governance model**

**Timeline:**

- Commencement: Fall 2019
- Completion: Dec 2020

**Measurable:**

- Plan by March 2020
- New committee in place by November 2020

**Who:**

- Primary: Executive Director & Referee Development Officer
- Stakeholders: Board & Appointed committee members

### GOAL 2

**Increase activity within Regional Referee Associations by more clearly defining role and relationship with the Referee Development Committee**

**Timeline:**

- Commencement: Jan 2020
- Completion: March 2020

**Measurable:**

- Document defining role of Regional Referee Associations within the Provincial Referee Development Program by Dec 2021

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Referee Development Committee

### GOAL 3

**Recruit Grassroots Female Referee Development Champion to be part of RDC**

**Timeline:**

- Commencement: Fall 2019
- Completion: March 2020

**Measurable:**

- Member in role by March 2020

**Who:**

- Primary: Referee Development Officer





# RECRUITMENT & RETENTION

Pillar



## GOAL 1

**Develop Recruitment strategy and materials for new referees including targeting adult candidates and former referees**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2020

**Measurable:**

- Plan by Dec 2020
- Deployment in Spring 2021

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Director of Soccer Development

## GOAL 2

**Review assigning process and protocols across the province to ensure referees are being fairly and appropriately assigned**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2020

**Measurable:**

- Document including outcome of review and recommendations for 2021

**Who:**

- Primary: Competitions Committee Chair
- Stakeholders: Referee Development Officer & Assessment Leads

## GOAL 3

**Ensure all levels of referees have appropriate levels of games to operate in**

**Timeline:**

- Commencement: Oct 2019
- Completion: Dec 2021

**Measurable:**

- Document including outcome of review and if necessary recommendations to assignment protocol

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Director of Soccer Development & Assessment Leads



## EDUCATION

Pillar



### GOAL 1

**Extend annual refresher training for officials to include winter in-service education sessions in all regions hosted by local Referee Associations**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2020

**Measurable:**

- Additional in-service education in 50% of regions by 2020
- Additional in-service education in 80% of regions by 2021

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Senior Referee Instructors & Regional Referee Associations

### GOAL 2

**Formalize process for providing feedback to Referee Instructors and Assessors**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2020

**Measurable:**

- Document process for providing feedback to Referee Assessors and Instructors

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Chief Assessor & Head Instructor

### GOAL 3

**Document a pathway for promotion for Instructors and Assessors**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2021

**Measurable:**

- Documented pathways for both Referee Assessors (and mentors) and Instructors for review by Dec 2020 and inclusion in the Referee Handbook by Feb 2021

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Chief Assessor & Head Instructor



# MENTORING & ASSESSING

Pillar



## GOAL 1

**Recruit mentors in regions outside of metro who are interested in becoming assessors in future**

**Timeline:**

- Commencement: Jan 2019
- Completion: Dec 2021

**Measurable:**

- Identify and recruit at least 2 new mentors in each region outside of metro

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Deputy Chief Assessor

## GOAL 2

**Work with Regional Referee Associations to identify officials for assessment who may not be meeting expectations in order to ensure all officials are operating at the appropriate level**

**Timeline:**

- Commencement: Spring 2020
- Completion: Dec 2021

**Measurable:**

- 50% of all Regions complete review by Dec 2020
- 100% of all Regions complete review by Dec 2021

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Chief Assessor & Regional Referee Associations

## GOAL 3

**Ensure financial stability of assessment program by charging and grade specific fee for all assessments requested by referees. Assessments performed by the program will continue to be paid by the program**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2021

**Measurable:**

- All requested for assessments to be come with the grade specific fee

**Who:**

- Primary: Referee Development Officer



# HIGH PERFORMANCE

## Pillar



### GOAL 1

**Expand the use of video in higher level games and train Assessors in proper use**

**Timeline:**

- Commencement: July 2019
- Completion: Dec 2021

**Measurable:**

- Training will be provided for Provincial Assessors.
- 50% of games with video assessed in 2020 will have video clips provided to officials.
- 80% of games with video assessed in 2020 will have video clips provided to officials.

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Chief Assessor

### GOAL 2

**Prepare officials for in-province national and international events**

**Timeline:**

- Commencement: Spring 2019
- Completion: Summer 2021

**Measurable:**

- Hold at least two on field practical sessions for invited officials
- Hold at least two in classroom education sessions for invited officials

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Senior Instructors

### GOAL 3

**Provide Provincial Referee Academy with local sessions in Regions where demand exists**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2021

**Measurable:**

- Classroom and practical sessions run in at least two regions by 2021
- Officials, Instructors and Assessors in program appointed to participate in national level events annually

**Who:**

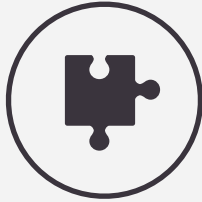
- Primary: Referee Development Officer
- Stakeholders: Chief Assessor





# PARTNERSHIP & ENGAGEMENT

Pillar



## GOAL 1

**Increase engagement with SNS technical department and competitions committee**

**Timeline:**

- Commencement: Fall 2019
- Completion: Dec 2021

**Measurable:**

- Referee development and access to high performance games should be a consideration for all events hosted by SNS

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Director of Soccer Development

## GOAL 2

**Engage with Clubs by providing Referee Instructors to review changes to the Laws of the Game annually**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2021

**Measurable:**

- As part of the annual refresher processors clubs should be offered access to Instructors to come and explain changes to the Laws of the Game

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Senior Instructors & Clubs

## GOAL 3

**Investigate opportunities to fund Referee Development Programs through sponsorship or grants**

**Timeline:**

- Commencement: Jan 2020
- Completion: Dec 2021

**Measurable:**

- At least one successful request for funding bring in at least \$5,000 of new development funds for the Referee Program

**Who:**

- Primary: Referee Development Officer
- Stakeholders: Director of Soccer Development



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