

NATIONAL MEET EVALUATIONS, NATIONAL MEET CREDIT, AND EDUCATIONAL EVALUATIONS

Guidelines for Evaluations at 2+ star National Meets

Each level of National Meet offers evaluation opportunities, both optional and automatic. MRs may request from the Mentoring Working Group exceptions to these guidelines prior to the meet.

Futures: Evaluations may be conducted upon request if candidates are eligible and if qualified evaluators are available and in position to mentor.

- Evaluations will be done for those who request them and are eligible and if qualified evaluators are in position to adequately evaluate.
- Requested evaluations may be done by the assigned team based on their evaluator status. If an assigned team member does not have the evaluator status required to conduct the requested evaluation, then an evaluation **will not** be conducted.

Pro Series: Evaluations will be automatically conducted for all team leads and assigned team. ST evaluations will be conducted upon request if candidates are eligible and if qualified evaluators are available and in position to mentor. However, MRs may elect to have all ST automatically evaluated.

- Evaluations will be performed for all assigned team members if qualified evaluators are in position to adequately evaluate. The MR and Team Leads can conduct these evaluations if they are qualified evaluators or the MR can designate assigned team members who are qualified evaluators and in good position to observe the candidate's performance. The MR is responsible for ensuring Team Leads are evaluated.
- Evaluations will be conducted for ST who request them *and* are eligible if qualified evaluators are in position to adequately evaluate. However, the MR may elect to have evaluations automatically conducted for all ST officials at the meet.
- N2/N3 CJs who are not national evaluators may be granted temporary authority to conduct N2r and N3r ST evaluations under the supervision of the TLCJ or MR.
- The Mentor Working Group Chair may grant temporary authority to the MR to conduct N3r evals for Team Leads if they are not a qualified mentor for a particular position.

Junior Nationals and Nationals: Automatic for all officials.

- Evaluations will be conducted for all officials at the meet. The MR and Team Leads will conduct these evaluations if they are qualified evaluators or the MR may designate assigned team members who are qualified evaluators to conduct the evaluations. The MR is responsible for ensuring Team Leads are evaluated.
- N2/N3 CJs who are not national evaluators may be granted temporary authority to conduct N2r and N3r ST evaluations under the supervision of the TLCJ or MR.
- The Mentor Working Group Chair may grant temporary authority to the MR to conduct N3r evals for Team Leads if they are not a qualified mentor for a particular position.

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Rationale

National Meets offer a multitude of opportunities:

- Officials receive feedback regarding their performance and opportunity to re-evaluate goals.
- Evaluations serve as a strong communication tool between evaluators to assist in helping an official to meet their long term goals.
- Conducting evaluations offers officials in assigned positions additional opportunities to coach officials, write evaluations, and develop as mentors.

National Meet Credit for Meet Referees (MR), Video Review Referees (RR), and Time Trial Meet Referees (TTR):

- MRs, RR Supervisors, and TTRs will receive credit for officiating at a national meet that will count toward recertifying N3 and national mentor certifications even if they are not evaluated in those positions.
- TTRs who work in a second role, e.g., ST at finals, for at least two sessions may be eligible for recertification evaluation in that position per the guidelines for the meet.

Rationale

MR, RR, and TTR are not N3 positions currently eligible for evaluation, However, officials filling those critical roles at national meets should receive the credit that is needed to renew certifications and work as mentors.

Educational Evaluations

Educational evaluations for officials will no longer be offered at **any** OQM unless it is explicitly requested and approved by the Mentor Working Group Chair as an Educational Evaluation *before* the meet. An educational evaluation may be allowed if requested in advance as part of the official's Action Plan as outlined in a previous evaluation. Evaluations in process may not be converted to educational to avoid an evaluation in which the evaluator concludes that more experience is needed before advancement can be recommended.

Rationale

The purpose of an educational evaluation should be clear with specifics regarding achievements and goals. We found that unplanned educational evaluations were providing confusing information to other evaluators.

Please feel free to provide feedback regarding this process. Thank you for being a part of developing the skills of officials and collectively making USA Swimming officials the best we can be. Your help and support are appreciated.

If you have questions, please contact:

Trish Martin

National Officials Committee

Mentor/Evaluation Working Group, Chair