

WESTCHESTER PUTNAM WOMENS' BOARD OF OFFICIALS ASSOCIATION (WPWBOA) EVALUATION SYSTEM

OBJECTIVE

The Ratings Committee's mandate is to formulate policies and procedures regarding the evaluation system for board members, and assemble, organize and distribute ratings data to the Board of Directors (B.O.D.) for purposes of classification and training. The Committee is comprised of a committee chairperson and six members (see WPWBOA website) in good standing who are appointed by the B.O.D.

CLASSIFICATION

All members are classified into one of four performance levels used by BOCES for assignment purposes.

Group 1 – consists of 27 varsity-level officials. While these officials may accept Section 1 games at any level, they are expected to work primarily varsity-level assignments. These officials are required each year to participate in at least two Board-arranged clinics, both to evaluate/train other officials and to be evaluated/trained, and to submit peer ratings on Section 1-game partners at the end of the season. Non-participation in these clinics and/or failure to submit peer ratings in a timely manner will be cause for the official to be re-classified to Group 2.

Group 2 – consists of 27 varsity/junior varsity-level officials. Members of this group are also required to participate each season in at least two Board-arranged clinics for evaluation and training purposes, and to submit peer ratings on Section 1-game partners at the end of the season. Non-participation in these clinics and/or failure to submit peer ratings in a timely manner will be cause for the official to be re-classified to Group 3. Also, officials must be in Group 2 at least two years before they can be considered, on the basis of ratings, for movement to Group 1

Group 3 – consists of 27 junior varsity-level officials. These officials are required each year to participate in at least two Board-arranged clinics, both to evaluate/train other officials and to be evaluated/trained, and to submit peer ratings on Section 1-game partners at the end of the season. Non-participation in these clinics and/or failure to submit peer ratings in a timely manner will be cause for the official to be re-classified to Group 4. Also, members must remain in Group 3 for at least two years and again pass the closed-book written examination before they can be considered, on the basis of ratings, for movement to Group 2.

Group 4 - consists of all junior varsity-/modified-level officials, including candidates who have joined the Association. These officials must take part in at least two Board-arranged clinics *each* season. Members of this group, other than newly admitted candidates, are required to submit peer ratings on Section 1-game partners at the end of the season. Non-participation in these clinics and/or failure to submit peer ratings in a timely manner will be cause for the official to be placed on probationary status and referral to the B.O.D. for disciplinary action. Also, officials must be in Group 4 at least two years before they can be considered, on the basis of ratings, for movement to Group 3.

RATINGS

The evaluation system will continue to be used to determine WPWPOA members' classification group and rank. During the 2007 – 2008 season, ratings will be based on the following two sources: peers and coaches. As discussed below, the Ratings Committee anticipates that a third source of ratings – from Group 1 evaluators – will be included in the officials' evaluation system at the start of the 2008 – 2009 season.

Peer Ratings

Peer ratings performed during Section 1 games are submitted with the BOCES pay sheet at the end of the season by recording a rating number next to the name of each listed partner. Officials rate their partner's performance on a 1 to 10 point scale (see attached Rating Scale). Use of decimals such as 8.5 is permitted. Comments are generally encouraged, and are *mandatory* for ratings of 5 and under. The exception is for rating officials with whom one worked who serve on the Rating Committee. Ratings for these individuals should be attached on a separate sheet, listing the rater's name, date, home team, partner's (Committee member's) name, and assigned rating score, then mailed to the Basketball Chairperson.

Group 1 and Group 2 officials will rate all officials with whom they work. Group 3 officials will rate officials in Groups 3 & 4. Group 4 officials will only rate officials in Group 4. Candidates will not participate in the rating process. Officials who do not submit their ratings on time - *no later than two weeks following receipt of the pay authorization sheets mailed by BOCES* - will be dropped one classification level, except in unusual circumstances that are described in writing to the Board Chairperson before the ratings are due, and *approved* by the Board.

In addition, the following procedures apply:

- Ratings of 5 or less without a comment will not be counted. All comments should be written on the back of the pay sheet or, when evaluating a Ratings Committee member, on the separate rating list noted above. Include the date of the game, official's name, home team, and comments.
- The Ratings Committee is under no obligation to actively pursue officials who do not send in their ratings. However, those for whom ratings have not been received in a timely manner - and, therefore, who are scheduled to be dropped a classification level - will be notified via email or U.S.P.S. mail.
- Members of the Ratings Committee and any other Board members who have access to ratings and comments are expected to keep this privileged information confidential. The penalty for documented violation of this policy will be referral to the Ethics Committee.
- The Ratings Committee reserves the right to exclude ratings it can demonstrate were not done according to commonly accepted measurement standards and/or were in violation of the procedures outlined above. In this case, the rating official and Board Chairperson will be notified. Also, please see the Ratings' Analysis section below for a discussion of sanctions that may apply.
- Upon receiving the ratings data, the Ratings Committee will input, sort, and summarize the information.
- For each official, the lowest rating received from peers will be dropped from the calculation of the average rating score.
- An average peer rating score will be calculated by dividing the sum of the peer ratings by the number of peer ratings used to determine the sum.

Coaches' Ratings

Coaches are expected and encouraged to rate all officials on a 10-point scale, in all games, and on all levels. Coaches' ratings should be sent to BOCES and forwarded to the Board Chairperson at the end of the season. In addition:

- If the Board does not receive at least 55% of the coaches' ratings, this source of rating information will be excluded from the calculation of the total weighted score. In this event, the total rating score will be determined by the peer ratings alone.

- An average coaches' rating score will be calculated by dividing the sum of the coaches' ratings by the number of coaches' ratings used to determine the sum.

Evaluators' Ratings

The Ratings Committee has begun developing a three-source rating system, and will continue its work, including use of a pilot program to gather important logistical and data-management information, during the 2007 - 2008 season. Including ratings from Group1 varsity officials, in weighted fashion, to those of peers and coaches to determine the total rating score for members is expected to improve the evaluation method by reducing obvious sources of measurement error in the current system. The Committee strongly recommends the addition of a third rating source to the current system beginning the start of the **2008 - 2009** season. The main features of this component as currently conceptualized, include the following:

- All members would be evaluated each season a minimum of three (officials in Groups 1 and 2) or five (officials in Groups 3 and 4) times by Board-appointed varsity-level officials (evaluators). Games in excess of the minimum would also be included in the average for this rating source.
- Evaluators' ratings would be performed at the following venues:
 - ✓ Group 1 officials ----- N.Y.S. post-season tournament play, AAU tournaments, and Board-arranged training/evaluation events
 - ✓ Group 2 officials ----- AAU Tournaments, Board-arranged training/evaluation events, and Section 1 games
 - ✓ Group 3 and Group 4 officials ----- AAU Tournaments, Board-arranged training/evaluation events, and Section 1 games
- An average evaluators' rating score would be calculated by dividing the sum of the evaluators' ratings by the number of evaluators' ratings used to determine the sum.

Finally, members of the Association are encouraged to submit written comments and recommendations relevant to further development of a three-source rating system. It is anticipated a detailed proposal to include this change in the evaluation system will be presented to the membership for vote prior to the 2008 – 2009 season.

Weighted Ratings

- For the 2007 – 2008 season, weights for the two current sources of rating information will be the following:
 Peers = 70%
 Coaches = 30%
- Weighted values for a three-source system will be recommended prior to the start of the 2008 – 2009 season
- Assigned weights will be reviewed yearly for effectiveness, and adjusted if needed.

Total Weighted Rating Score

The total weighted rating score for each official will be calculated as follows:

$$= (\text{average peer rating} \times 0.70) + (\text{average coaches' rating} \times 0.30)$$

To illustrate, an official who receives average peer and coaches' ratings of 7.5 and 6.4, respectively, will receive corresponding weighted scores of 5.25 ($7.5 \times .70$) and 1.92 ($6.4 \times .30$). His/her total weighted score will be the sum of the weighted scores from the two sources, in this example 7.17 ($5.25 + 1.92$).

RANK

Once an official has been assigned a group, he/she is then assigned a ranking within that classification based on his/her total weighted rating score. The highest-scoring official is ranked number one, and the lowest-scoring official ranked last in that group.

MOVEMENT (RE-CLASSIFICATION)

- Officials must work at least 12 games per season to be considered *active* members of the Association. An official who works less than 12 games is considered inactive, listed as an "Associate", and frozen in that group until meeting the minimum-game number requirement. An *inactive* official will not take up one of the ranked spots in his/her classification group.
- At the end of any given season, officials are eligible to move up one group provided they have worked at least 12 games during that season, and their total rating scores rank them in the top five of their group and above those of the bottom five in the next higher group. In addition, the official must have met the clinic attendance and rating completion requirements noted above.
- Officials may move down one group if their total rating score ranks them in the bottom five of their group, and lower than any of the top five officials in the group below. Downward movement is also possible if officials fail to meet the clinic attendance and rating completion requirements noted above.
- For an official to move from Group 3 to Group 2, he/she must pass the closed-book examination administered at the beginning of the season.
- An official who is re-classified to the next lower group and subsequently re-gains his/her previous classification does not have to re-take a closed- book exam since he/she has already passed the closed-book test.
- Candidates in Group 4 will be eligible to move to Group 3 after they work 12 games in their second year, and meet both the clinic attendance rating-score criteria noted above.

NEED FOR TRAINING

- It is *recommended* that officials whose total weighted rating score is between 5.5 and 6.5 (minimum 20 ratings) take advantage of training opportunities within and outside of the Association, including but not limited to, clinics, training camps, and the variety of training materials available on the WPWBOA and other websites.
- Officials whose total weighted rating score is less than 5.5 (minimum 20 ratings) are *required* to attend a *WPWBOA Ratings Proposal*

Board-sponsored training program under the supervision of the Training Committee. To further their development, these officials may also consider attending classroom and on-court activities associated with the fall candidates' clinic.

TRANSFERS

An official who transfers to WPWBOA from another association will initially be placed one classification level below that which he/she held in the former board. To confirm the level of the transfer's officiating skills, one or more Board-appointed evaluator(s) will rate the individual during a pre- or early-season game. On the basis of this evaluation, the official will either maintain the initial classification, or be placed in a lower group if the evaluator(s) determines he/she does not have the skills to perform at the level initially assigned.

RATINGS' ANALYSIS

A rating system is only as good as the integrity level of the officials who participate in it. To assess whether members are completing ratings in a reasonable and fair manner, the Ratings Committee will analyze the ratings provided by a sample of raters. It will, for example, examine those who assign average peer rating scores that are at the top and bottom ends of the scale to see whether there is an absence of the type of variation in rating scores to be expected when assessing a group of individuals. The Committee will also look for whether atypical patterns are present, those in which unusually high or low rating scores are consistently given to the same individuals in a manner that is markedly different from those assigned by other raters. Those whose scores are found to be in violation of professional standards that apply to assigning ratings will be referred to the Ethics Committee.

Submitted: November 13, 2007

Ratings' Committee

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