

**INTERNATIONAL SKATING UNION – FOUR YEAR PLAN 2014/15 – 2017/18**

***Project/Function/Area of activity:***

**Officials education and assessment**

***Decision Package prepared by:***

**Speed Skating Technical Committee (SSTC)**

***Statement of specific results & benefits to be obtained:***

- Keeping ISU Speed Skating Officials (Referees, Starters) up to date with current Rules and procedures, taking into account the technical, organizational and commercial development of the sport, and making the officials sensitive to new challenges and potential problems.
- Continued support to, monitoring and evaluation of Officials at ISU Events to ensure harmonized enforcement of rules and high standard of performance.
- Adequate recruitment of new ISU Officials to ensure that a sufficient set of high quality Officials will be available for ISU Events.

**Recommended activities to obtain benefits:**

**2014/15 2015/16 2016/17 2017/18**

	2014/15	2015/16	2016/17	2017/18
1. Organizing and holding by SSTC of Starters and Referees courses; Supplementing bi-annual ISU courses by ad hoc workshops and specific educational efforts in cooperation with ISU Members, i.e. to stimulate recruitment of younger officials.	X	X	X	X
2. Preparation and presentation by SSTC of supporting documents for Officials, such as guidelines for interpretation of Rules and standardized execution of tasks (e.g. concerning the starting procedure, conduct of team leaders' meetings and draw meetings, ice commission and safety matters, event scheduling).	X	X	X	X
3. Bi-annual review of criteria and conditions by SSTC for Officials nominations based on evolution of the sport and the corresponding Rules.		X		X
4. Annual review by SSTC of ISU and International Officials based on their ISU related activities and reports submitted by ISU Members, and determination of Officials eligible to officiate at future International Competitions and ISU Events.	X	X	X	X
5. Annual input from SSTC to the process of appointment of Officials for ISU Events, with the aim ensure a good distribution of tasks and adequate "career development" for the ISU level of Officials by offering experience from different venues, different types of Events and different ISU team compositions.	X	X	X	X

## **Status Report to the 2016 ISU Congress on the Four Year Plan 2014/15-2017/18**

**Committee/Commission:** **Speed Skating Technical Committee**

**Area of Activity:** **Officials education and assessment**

The SSTC has performed the activities as planned in order to achieve the specific results & benefits stated in the Four-Year Plan 2014/15 – 2017/18. The following areas have required and will require specific attention:

### **1. Skill and competence requirements for ISU Speed Skating Officials**

The officials at ISU Events are faced with new demands on top of the traditional tasks of ensuring safe, fair and equal conditions for the skaters and a consistent interpretation and enforcement of rules. Race schedules and in-field logistics need to be tightly managed to meet expectations and requirements of commercial and media interests, spectators and live TV audience. The introduction of new events and competition formats also adds new skill requirements, i.a. knowledge of new rules and increased attention to safety measures. The performance of the officials is subject to more intensive media exposure and closer scrutiny. The content of ISU courses, as well as the education activities of ISU Members, must be continuously developed in order to meet these challenges.

The officials are still serving the ISU on a volunteer basis, but they execute their tasks in a professional context characterized by a changing environment of sophisticated technology and media coverage. The organization of ISU Events must take this into account, by providing adequate technical and administrative support to the officials. The ISU Event coordination and management functions need to be continuously developed also for this reason.

### **2. Recruitment and assessment of ISU Speed Skating Officials**

Experiences from officiating at ISU Events are essential for individuals to develop the competence and qualities required. In the assignment of officials for ISU Events it is therefore important to have a perspective on “career development”, by giving the officials opportunities to be faced with new challenges and to gain experience from different venues and different types of Events. The teamwork between ISU officials is a key to successful performance, and an adequate mix of background and experiences must therefore be considered in composing the teams of ISU officials for the Events. Self-assessment, both at the individual level and within the group or team of officials, is an important means to ensure quality and consistency in performance and enforcement of rules. The use of new communication tools can play an important role in facilitating the contact between officials and with ISU in preparation for the Events and in assessments and documentation of experiences.

Efficient measures to attract younger officials are needed, including special trainee programs for recently active skaters (cf. ISU Communication No. 1656). Member federations hosting ISU Events should give aspiring officials positions in their Event organization where they will gain insight in the role and tasks of ISU officials. Younger officials will, generally speaking, find it more difficult to combine an international activity as a volunteer-based sports official with domestic obligations and professional duties. It is necessary to consider incentives and develop guidelines for required levels of activity that will make such priority conflicts manageable.

May 2016