

**NCSRA'S Policies and Procedures for
Licensed Ref Coaches and Referee Mentors**

NCSRA Referee Coaching and Training Program

March 2024

PURPOSE

The purpose of the Ref Coach/Referee Mentor Program is to support and enhance the development of soccer referees. Ref Coaches and Referee Mentors play a crucial role in assisting new or less experienced referees by helping them improve their skills, confidence, and overall performance in a competitive environment. The program will help the match officials to learn from Ref Coaches/Referee Mentors both professionally and personally. This will help them feel supported by NCSRA so that the referees are more likely to stay engaged with refereeing. The Program will promote diversity by connecting people from different refereeing backgrounds and foster an inclusion culture.

OBJECTIVE

The Program aims to provide personalized guidance, encouragement, and constructive feedback, as well as enhance specific refereeing skills to all Match Officials.

GENERAL INFORMATION ON THE DUTIES OF A REFEREE MENTOR

The Referee Mentor:

- Leads In-Person Field Sessions
- Leads Video Analysis Sessions both virtually and in a classroom setting
- Observes the performance of the referees and provides positive feedback at halftime or at the end of the match
- Ref Coaches and Referee Mentors will work with U.S. Soccer Referees in youth and adult competitions
- Facilitates referee education sessions sponsored by the competition (Youth/Adult), NCSRA Referee Programs and/or U.S. Soccer
- Collaborates with competition authorities, NCSRA Referee Programs, ARA'S, Referee Assignors and training new and/or newly certified referees

- Engages referees using an interactive and integrative dialogue to guide and support their referee development
- Engages with peers to reflect on their own performance by offering and accepting feedback

It is the responsibility of the Ref Coaches and Referee Mentors to ensure that their U.S. Soccer license is up to date by completing their certification requirements. Please refer to the US Soccer Learning Center <https://learning.ussoccer.com/> for the annual certification requirements or contact the NCSRA office for additional information. For the complete profile of a Ref Coach or Referee Mentor, refer to the US Soccer Learning Center Resource Section <https://learning.ussoccer.com/referee/resources>

PURPOSE OF THE JOB

- Contributes to the development of U.S. Soccer Referees
- Inspires match officials to self-develop and to improve from game to game
- Facilitates a fair, fun, and safe environment conducive for learning where Referees and Referee Mentors engage in training
- Facilitates understanding and application of the Laws of the Game for Referees and Referee Mentors
- Provides constructive feedback about the referee's performance to create a positive learning experience

RESPONSIBILITIES AND ROLES

- Introduce yourself to the referee team prior to the game, offer feedback at half-time (where applicable), and Ref Coaches/Referee Mentors reflect with the referee team after the game
- Takes notes during the game that highlight positive behavior by the referee team and notes the areas of improvement
- Guides the referee team in a reflection session after the game
- Takes ownership of self-development through on-line and field session opportunities offered by the competition, NCSRA Programs, and/or U.S. Soccer
- Prepares prior to an education session to deliver the best experience for the audience
- Self reflects after each task performed to develop a plan for self-improvement

REF COACH AND REFEREE MENTOR ASSIGNMENT PROCESS

- All currently licensed Ref Coaches and Referee Mentors must be assigned to a match or a tournament by any member of the SRC, an ARA or a Referee Assignor

- The assignors are encouraged to utilize the Ref Coaches and Referee Mentors in their geographical area, especially for the referees working their first matches
- Ref Coaches and Referee Mentors are encouraged to contact their respective ARA'S and Assignors to seek mentoring opportunities in their local areas. For the list of the SRC, ARA'S and Assignors please follow this link
https://ussfnc.arbitersports.com/Groups/102762/Library/files/2023FallAssignorList_for_Referees.pdf
- Ref Coaches and Referee Mentors should work with a broad number of referees and should not coach/mentor or evaluate the same match official repeatedly **.
- Verbal Feedback to the match officials is REQUIRED to be provided on the field either at halftime or at the conclusion of the match.
- The written evaluation to the match officials must be submitted to the NCSRA office within nine days after the match using the CAT Form below

CAT FORM DIRECT LINK

- <https://forms.gle/pz7GfYxH8FeKxHvv7>

FEES AND EXPENSES

- Payment for the coaching and training program including Video Analysis, On-Line Training and Webinar Training Sessions is paid at an hourly rate of \$20/hour. This will be paid by the NCSRA office. The coaching and training program will not provide any mileage for local games within 30 miles. The CAT Form will be used for payment, tracking the growth and development of the new referees receiving the feedback, and the participants in this program.
- Payment of a formal evaluation for maintenance, upgrade or developmental assessments (developmental assessments must be approved by the SDA) will be based on the following schedule: **The direct link to this submission form is also below.**
 - Referee Mentor License \$100
 - Ref Coach License \$120
 - National Ref Coach License \$140

<https://docs.google.com/forms/d/e/1FAIpQLSdVWaEaWIUMWXgYr4fsLzmvFLIKVgZfwRFvHtuRE-yAtIXzLg/viewform>

- All fees and expenses will be paid by the NCSRA Office within four weeks of the services provided.

Travel expenses over 50 miles will require written pre-authorization by the SDA in accordance with the NCSRA guidelines for all formal evaluations and invitation only events and tournaments. The mileage rate will be paid according to the current IRS mileage rates. Lodging and food expenses will also require pre-authorization by the SDA in accordance with the NCSRA travel guidelines.

- The Ref Coaches and Referee Mentors are expected to fulfill specific roles on a given day and site to provide the maximum impact on the match officials. Therefore, it is expected that the Ref Coaches and Referee Mentors should not perform other duties on the same day such as a Site Coordinator, Field Marshal, Refereeing, Coaching, etc.
- In SPECIAL CIRCUMSTANCES, NCSRA staff may make exceptions to accommodate this program.