

SITTING VOLLEYBALL REFEREE KEY PERFORMANCE OBJECTIVES

So you want to be a Sitting Volleyball referee...

The subsequent pages lay out a developmental progression for all who wish to referee Sitting Volleyball. For each key aspect of the game there is a corresponding series of descriptors outlining what you, as the referee, should be capable of in order to rise through the referee grades. While this will be a valuable help to aspiring referees and those tasked to guide them, there are other vital considerations that should not be forgotten.

- A referee is not a robot mechanically reacting to certain visual and auditory cues but someone who thinks about what is happening before making a decision.
- Refereeing is a life-long learning process and that requires the referee to be willing and ready to learn; to be capable of self-analysis and reflection about games; and, on occasions, to accept critical input in a mature fashion.
- Referees should recognise the priceless asset of experience that is only gained initially by being prepared to attend tournaments and generally ‘whistle’ at every opportunity presented. The incidents and situations that arise in such matches and how they were handled, are an invaluable reference bank for referees as they increasingly officiate at Sitting Volleyball games, especially in official Volleyball England tournaments and competitions. Remember it is on these matches that upgrading assessments ultimately depend.
- Refereeing can be a stressful business where emotions run high; we must, however, endeavour to remain in control whatever the provocation and whatever our innermost feelings.
- As referees we should strive to maintain certain standards of behaviour, efficiency and professionalism as listed in our Referee Code of Conduct.
- What personal attributes are required to referee? Some have already been stated above such as being thoughtful, controlled, and professional. That said, there is no dominant personality type—though our most successful referees do share certain traits. They seem fairly intelligent, self-reliant, at ease with isolation—whether ‘loners’ or ‘party animals’, prepared to give commitment and have supportive home environments. Refereeing also demands a reasonably high level of physical fitness—standing and concentrating for five sets or over a long day at a tournament is fatiguing. The fitter you are, the greater the delay in onset of fatigue—and as a consequence the more alert and fresh you are to make refereeing decisions.

The path to the goal of Grade A has been set out, suggestions have been offered as to what you will require to proceed along it. It is now up to you to take the first steps: whether you are just starting out or joining along the way, the level of achievement you can reach is largely up to you.

Key Performance Objectives: Grade C

KPO	Performance (Objectives required)	Condition (Development /experience parameters)	Standard (Qualifying requirements)
1	<i>Carry out pre-match preparation</i>	Describe the rules/guidelines governing pre-match preparation, acknowledging the need for sensible personal preparation involving: appearance, timeliness, travel arrangements and administration	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on pre-match preparation, including the effects of poor personal preparation and its impact on the match in general. <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for co-ordinated personal preparation. • Satisfies the course instructor that they know how to carry out the necessary pre-match administrative requirements in accordance with WOVD/league/association guidelines.
2	<i>Communicate with match officials</i>	Describe the rules/ guidelines governing the interaction of the match officials, including: the 1st referee, 2nd referee, scorer, line judges, ball retrievers and tournament/commission representatives	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the interaction between teams and match officials <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for an authoritative and respectful manner when dealing with members of his/her officiating team. • Satisfies course instructor that they correctly describe the WOVD Sitting Volleyball Rules governing the match officials and their responsibilities.
3	<i>Communicate with team officials</i>	Describe the rules governing the interaction of both the competing teams and their supporting officials	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the interaction between teams and match officials <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency and impartiality when dealing with team officials. • Satisfies course instructor that they correctly describe the WOVD Sitting Volleyball Rules governing the team participants and the limitations as their interaction with the officials.
4	<i>Control match as 1st referee</i>	Describe the requirements of a 1st referee needed to control a match within current WOVD International Sitting Volleyball Rules	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the parameters of match control. <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency and impartiality. • Satisfies course instructor that they correctly describe the WOVD Sitting Volleyball Rules governing particular situations pertinent to a 1st referee to a satisfactory level, including features distinctive to Sitting Volleyball.
5	<i>Control match as 2nd referee</i>	Describe the requirements of a 2nd referee needed to assist the 1st referee to control a match within current WOVD International Sitting Volleyball Rules	<ul style="list-style-type: none"> • Practical match setting or paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the parameters of match control. <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency and impartiality. • Satisfies course instructor that they correctly describe the WOVD Sitting Volleyball Rules governing particular situations pertinent to a 2nd referee to a satisfactory level, including features distinctive to Sitting Volleyball.
6	<i>Establish an appropriate handling level</i>	Identify handling faults and their associated signals	<ul style="list-style-type: none"> • Practical match setting or paper based scenario. • Supervised by course instructor. • Advice given by course instructor on type of handling faults. <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for consistency. • Satisfies course instructor that they recognise the types of handling fault and correctly identifies the signals.
7	<i>Apply appropriate misconduct sanctions</i>	Identify the misconduct sanction scale	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on situations warranting misconduct sanctions <ul style="list-style-type: none"> • Satisfies the course instructor that they can identify the types of misconduct and the necessary sanction action. • The trainee referee should acknowledge the need for consistency.
8	<i>Carry out post-match administration</i>	Describe the rules/ guidelines governing the post-match administration requirements of a referee covering: the score sheet, player registration and follow-up reports	<ul style="list-style-type: none"> • Paper based scenario. • Supervised by course instructor. • Advice given by course instructor on the score sheet and other league/association administration. <ul style="list-style-type: none"> • The trainee referee should acknowledge the need for timely and accurate administration within the referee's code of conduct.

Key Performance Objectives: Grade B

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1	<i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with relevant competition guidelines	<ul style="list-style-type: none"> • Competitive pre-match settings. • As 1st and 2nd referee. <ul style="list-style-type: none"> • Satisfies the assessor that they are able to fulfil both relevant competition and personal preparation requirements as appropriate. • The referee should be able to discuss any reason for deviations, especially where personal preparation has affected their own game plan.
2	<i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their control area	<ul style="list-style-type: none"> • Competitive match settings. • As 1st and 2nd referee. <ul style="list-style-type: none"> • Satisfies the assessor that they have sufficient communication skills to contribute positively to the interplay between match officials. • The referee should be able to discuss any reason for particular decisions, if match officials fail to act as advised/briefed.
3	<i>Communicate with team officials</i>	Communicate with team officials/captains ensuring that they are aware of the governing body's requirements for the match, showing signs of conciliation during disputes	<ul style="list-style-type: none"> • Competitive match settings. • As 1st and 2nd referee. <ul style="list-style-type: none"> • Satisfies the assessor that they have sufficient communication skills to reduce/contain excessive reaction from the team officials. • Evidence of communication without aggression, when approached by captains in dispute. • The referee should be able to discuss any reason for particular decisions, if captains over-reacted when communicating with the referee
4	<i>Control match as 1st referee</i>	Control a match within current WOVD International Sitting Volleyball Rules	<ul style="list-style-type: none"> • Competitive match settings. • As 1st referee. <ul style="list-style-type: none"> • Satisfies the assessor that they can generally apply the WOVD Sitting Volleyball Rules correctly from the 1st referee's perspective including features distinctive to Sitting Volleyball; and that they are able to take control of situations as a match develops, so that their decision-making process does not seriously affect the outcome. • Evidence of consistency and impartiality. • The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
5	<i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current WOVD International Sitting Volleyball Rules	<ul style="list-style-type: none"> • Competitive match settings. • As 2nd referee. <ul style="list-style-type: none"> • Satisfies the observer that they can assist the 1st referee in the execution of their objectives, including features distinctive to Sitting Volleyball. • Evidence of consistency and impartiality. • The referee should be able to discuss any reason for particular decisions, if consistency or impartiality were not evident.
6	<i>Establish an appropriate handling level</i>	Recognise handling faults and mostly apply the correct decision consistently	<ul style="list-style-type: none"> • Competitive match settings. • As 1st referee. <ul style="list-style-type: none"> • Satisfies the assessor that they are generally applying handling decisions accurately, with only partial hesitancy. • Some evidence of consistency. • The referee should be able to discuss any reason for deviating from a particular level, If consistency was not evident.
7	<i>Apply appropriate misconduct sanctions</i>	Recognise the action leading to misconduct sanctions and apply the appropriate level	<ul style="list-style-type: none"> • Competitive match settings. • As 1st referee. <ul style="list-style-type: none"> • Satisfies the assessor that they are mostly applying misconduct sanctions accurately. • Some evidence of consistency. • The referee should be able to discuss any reason for deviating, if consistency was not evident.
8	<i>Carry out post-match administration</i>	Carry out post-match administration in a timely manner	<ul style="list-style-type: none"> • Competitive post-match settings. • As 1st referee. <ul style="list-style-type: none"> • Satisfies the assessor that they are able to fulfil relevant competition requirements where appropriate. • The referee should be able to discuss any reason for particular deviations.

Key Performance Objectives: Grade A

KPO	Performance <i>(Objectives required)</i>	Condition <i>(Development /experience parameters)</i>	Standard <i>(Qualifying requirements)</i>
1 <i>Carry out pre-match preparation</i>	Carry out pre-match preparation in accordance with all governing rules and guidelines to an exacting standard	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st and 2nd referee. 	<ul style="list-style-type: none"> Satisfies observer(s) and Referee Commission that they can accurately in all respects complete all necessary pre-match preparation. (N.B. Evidence from report addressees may be necessary here.) Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
2 <i>Communicate with match officials</i>	Communicate with all match officials, providing the necessary guidance within their area of responsibility both before, during and after the match, ensuring that they have every opportunity to make decisions in their own right; promoting the ethos of teamwork at every opportunity	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st and 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can communicate with match officials, taking the appropriate action after considering their input. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
3 <i>Communicate with team officials</i>	Communicate with team officials/captains in an authoritative, conciliatory and informed manner, ensuring that they are aware of the requirements of the match governing bodies, and anticipating any concerns they may have during the match	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st and 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can communicate with team officials, taking appropriate and authoritative impartial action throughout. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
4 <i>Control match as 1st referee</i>	Manage a match taking into account factors that may impact on the outcome, making decisions in an authoritative and respectful manner	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can manage a match, taking appropriate impartial action throughout including features distinctive to Sitting Volleyball. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
5 <i>Control match as 2nd referee</i>	Assist the 1st referee to control a match within current VE guidelines and WOVD International Sitting Volleyball Rules, ensuring that their area of responsibility is effectively managed taking into account factors that may influence the outcome, making decisions in an authoritative and respectful manner	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 2nd referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they can assist the 1st referee in all respects and can effectively manage their own area of responsibility including features distinctive to Sitting Volleyball. Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.
6 <i>Establish an appropriate handling level</i>	Analyse the match level to accurately apply handling decisions in a highly consistent manner	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses through self-analysis and advice offers solutions to their own shortcomings.
7 <i>Apply appropriate misconduct sanctions</i>	Analyse match development and team tactics to resolve misconduct situations in a calm and resolute manner	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st referee. 	<ul style="list-style-type: none"> Satisfies observers(s) that they apply correct level with high degree of consistency. Referee readily discusses decision-making process and through self-analysis and advice offers solutions to their own shortcomings.
8 <i>Carry out post-match administration</i>	Complete post-match checks on score sheets accurately, ensuring all associated registration cards and post-match reports are completed and, where necessary, sent to the appropriate authority	<ul style="list-style-type: none"> Competitive match settings at the highest level of domestic competition. As 1st referee. 	<ul style="list-style-type: none"> Satisfies observer(s) and Referee Commission that they can accurately in all respects complete all necessary post-match administration. (N.B. Evidence from report addressees may be necessary here.) Referee readily discusses variations and through self-analysis and advice offers solutions to their own shortcomings.