

# 2023 Referee Development Plan

## Problem

Currently, Canterbury Basketball Association (CBA) requires more trained referees to support the growing demand for competition referees.

The 2022 season saw 220 teams entered in Weekend Club and Midweek CBA competitions, requiring 440+ appointments per week.

The resultant 1300 games (2600 referee appointments) saw:

- 941 games with 2 named referees appointed by CBA (1882 appointments),
- 200 Games (400 Appointments) with double club referees allocated by CBA i.e. not named referees,
- 150 games where there was one appointed and named referee alongside either a Club Appointment or Bench Referee, and
- 9 Games (18 appointments) with no referees allocated at all - first week of the season.
- Accordingly, 78% of appointments were named referees in the draws.

The problem is a result of deficits in the recruitment, retention, and development of community referees.

## Recruitment

No formalized recruitment process for Clubs and Associations to recruit "green" level A and B referees (see diagram below defining the novel language of "level A, B C..." exist. All is done through informal shoulder tapping within club primary school programmes.

No formalized "Return To the Whistle" programme exists to recruit referees back into the fold once they take a hiatus from the game.

## Retention

Retention involves rewarding, recognizing, and protecting referees. These plans exist, however, need

refinement with stronger communication throughout the community.

## Development

Pathways, courses, and mentorship programmes exist however, need refinement and stronger communication throughout the community.

## Four Year Aim - 2023-2026

The 2023 development plan is couched in the four-year referee development goals outlined below. It primarily aims to target the Level B and C sections of the referee Development Pipeline to address the immediate shortage of referees in the U13 and U15 Club Competitions. The third priority is creating a formal system to recruit a high number of participants into the “Level A” section of the pipeline and begin to instill a mentality of players also being referees.

Note: the “Level A,B, C...” terminology is internal CBA terminology to map the local referee ecosystem. The national levels can be found at <https://nz.basketball/get-involved/officials-hub/referee-pathway-2/>. Figure 1 below outlines targets at each level by 2026.

### Pipeline

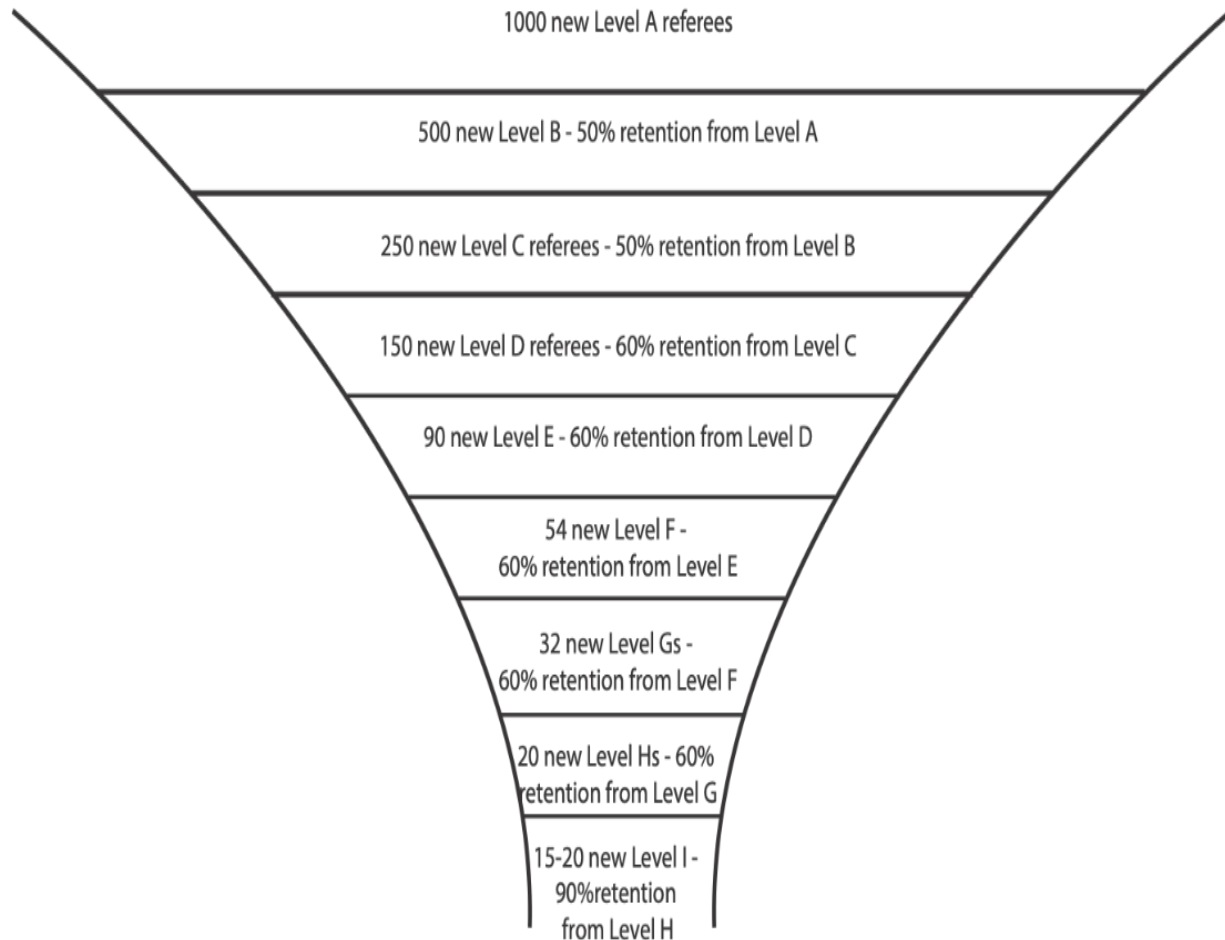


Figure 1: Four Year referee development pipeline goal (by 2026)

## Recruitment, Training and Support Structure

Level + Competitions	Recruitment	Required Credentials	Training and Online learning	Support
<p><b>Level A</b></p> <p>Primary School Competitions</p>	<p>Clubs set requirements for Y7/8 teams to nominate "x" players.</p> <p>Clubs shoulder tap players.</p>	<p>New to refereeing</p> <p>Interest in basketball</p> <p>Willingness to help in clubs</p> <p>Clubs to set registration and orientation standards</p>	<p><a href="#">CBA Junior Basketball Referee Booklet</a></p> <p><a href="#">Kiwi Hoops</a></p>	<p>Level B Referees as lead referees</p> <p>Junior Referee Developers as shadow / mentors</p> <p>Club Volunteers</p> <p><b>Coaches</b> – instructed by clubs to support development of referees like they are their own players.</p>
<p><b>Level B</b></p> <p>Primary School Competitions</p>	<p>Clubs select Level A referees after assessing confidence/competence</p>	<p>Level A referee <b>or</b> existing player with recognition of prior knowledge by CBA or club</p> <p>Level 0 online quiz (Acts as registration tool)</p> <p>Level 0 course delivered by Club JRDs and/or CBA</p>	<p>Trained/assessed by JRD in term 3 competitions.</p> <p>Confident enough to run as a lead referee in mini-ball with more junior referees.</p> <p><a href="#">CBA Junior Basketball Referee Booklet</a></p> <p><a href="#">Kiwi Hoops</a></p>	<p>Level C Club Referees as leads</p> <p>Junior Referee Developers as shadow / mentors</p> <p>Club Volunteers</p> <p><b>Coaches</b> – instructed by clubs to support development of referees like they are their own players.</p>
<p><b>Level C</b></p> <p>U13 Club</p>	<p>Clubs nominate level B referees who have completed the Junior Referee</p>	<p>Level B referee <b>or</b> existing player with recognition of prior</p>	<p><a href="#">Kiwi Hoops</a></p> <p><a href="#">CBA Junior Basketball Referee Booklet</a></p>	<p>Referee Trainers</p> <p>Referee Supervisors</p>

U15 Club sub grades	Development Programme.	knowledge by CBA or club  Level 0 course delivered by Club JRDs and/or CBA  Level 0 online quiz (Acts as registration tool)		CBA Referee Manager  Assessments at games  Level D + referee as senior referee for U15 games  <b>Coaches</b> – Zero tolerance implemented/enforced at CBA competitions.
<b>Level D</b>  U15 club  U17 club sub grades  Rep qualifying tournaments	Clubs nominate.  CBA nominate.	Level C	<a href="#">BBNZ level 1 referee course online</a>  <a href="#">BBNZ level 1 practical workshop</a>	Referee Mentors / Trainers  Referee Mentors/ Trainers CBA Referee Manager  Level E + referee as senior referee for U15 games  U15's and U17's with a stronger referee.  <a href="#">BBNZ level 1 practical workshop</a>  <b>Coaches</b> – Zero tolerance implemented/enforced at CBA competitions.
<b>Level E</b>  U17's  U20's Dev	Clubs nominate.  CBA nominate.	Level D  BBNZ level 1 signed off assessment	BBNZ Level 2 Online Course (Once available)	U17's as a lead referee, U20's with a stronger referee.  Referee Mentors/ Trainers CBA Referee Manager

Thomson & Whelan Division 2  Rep tournaments				
<b>Level F</b>  U20's A  Thomson & Whelan Division 1  Division 1  U23's Development	Clubs nominate.  CBA nominate.	BBNZ level 2 Online Course (BBNZ developing)	BBNZ Level 2	Referee Mentors/ Trainers  CBA Referee Manager
<b>Level G</b>  U23's A  Women's Prem	Clubs nominate.  CBA nominate.	Level F  BBNZ level 2 Workshop +  BBNZ level 2 signed off assessment.	Start looking towards national leagues for advancement.  U23 Nationals as a goal.	Referee Mentors/ Trainers  CBA Referee Manager
<b>Level H</b>  Men's Prem  National Pathway Progression	Clubs nominate.  CBA nominate.	Level G		Referee Mentors / Trainers  CBA Referee Manager

## 2023 Core Focus

The below focus points will be reviewed in collaboration with clubs to determine which points clubs will lead and how CBA will support, and which points CBA will lead and how clubs will support.

### 1 - Increase the recruitment, retention, and development of 100 new level B referees in 2023

#### Recruit

- Co-design level B recruitment strategy with clubs including:
  - a formal process for identifying and recruiting level B referees from:
    - level A primary school competitions, and
    - the large pool of parents attending game.
  - Recruit at Primary School Level and onboard 35 JRD participants per year across all clubs.
- Identify promising refs to go through to the JRD programme in Term 3 followed by them refereeing at the Social Competitions over the summer.
- CBA to establish and nurture relationships with major clubs to identify appropriate referees for programme.

#### Retain

- Co-design with clubs, player and coach behaviour management strategy, policies and materials.
- CBA to support clubs in the training of Junior Referee Developers.
  - CBA runs Junior Referee Developer Course to establish and increase the number of Junior Referee Developers.
  - The junior referee developers run the Junior referee Development Programme in their respective clubs.
- CBA appointed referee supervisors to support junior referees at CBA venues.,

#### Develop

- Distribute referee handbook for junior basketball through clubs to level B referees.
  - Club trainers to use resource to educate on basic referee skills combined with “rule of the week techniques,” throughout primary competition.
- Assign JRD referees to club to officiate off-season competitions to retain skills and deploy trainers at competitions. Use geographical locations to determine what competition JRDs should be assigned.
- Identify JRD referees for 2024 CBA competitions.
- Feedback forms created for development of junior (level B and C) referees.

## 2 - Increase the recruitment, retention, and development of level C referees to 60 new referees by 2024

### Recruit

- Ensure 80% of referees from JRD are recruited to level C by 2024 season.
- Organize and run L0 and L1 referee courses with clubs and associate schools to assist in developing their roster of 2023 referees to be appointed to CBA competitions.
- In conjunction with clubs CBA will establish data base of club-based referees for appointment to CBA weekend competitions and ease burden on clubs during season.
- Work with clubs to create a pool of referees assigned to teams, so allocation is easier during season.
- Create smooth registration process to gather all details including email, mobile number, and team they play on for above.
- Create and implement marketing campaign for "return to the whistle" programme.

### Retain

- Establish a relationship with Club based referee managers and referees to ensure strong communication in the season around appointments.
- Deploy referee supervisors at key venues to support and mentor junior/new referees and monitor coaches' behaviour toward referees.
- Implement zero tolerance policy for comments toward new referees as identified by shirt or whistle.

### Develop

- Develop and implement coach education through video examples of charge/block, hand check, block, hand fouls etc.
- All Level C referees complete CBA level 0 referee course.
- Referee education around issue of technical fouls against coaches and roadblocks leading up to such action.
- Develop and pilot mentor programme.
  - Train supervisors and mentors through BBNZ Community Lead to upskill on supporting, advising, and assisting in the development of referees.
  - CBA to monitor feedback from mentors.

### 3 - Create a unified vision around the recruitment of level A referees

#### Recruit

- Co-design level A and B recruitment plans with club leaders.
- Discuss and establish policy for clubs to require teams to nominate a set number of players to enter referee development pathway in area/competitions to train as referees to create a wide pool of level A referees at their Mini-ball and Y5/6 club competitions.
- Within the CBA U13 Rep Development Programme, standardise the requirement for players to perform 4 shadow games as a referee and 4 games as a solo referee in 3x3 festival 2023.
- Establish a mindset in clubs that referees emerge from playing members.

#### Retain

- Support clubs in their development and distribution of required resources eg CBA junior referee handbook.
- Publicize CBA referees page to seek and attain more engagement from new and experienced referees, so referees can see there is a point of contact regarding referee matters.
- Support network plan created for level A referees in club competitions by trainers/supervisors.

#### Develop

- Use Junior Referee Booklets to track progress - checklist in back of booklet to track progress of those new to refereeing.
- Level 0 Referee course created.
- Level A referees directed and supported by clubs to complete L0 content.
- Referee Supervisor Programme/positions created.
  - Appointment of Referee Supervisors to venues/courts to support new/inexperienced referees in our competitions and increase retention of referees.
  - Seek to find and appoint by April 2023.
  - Determine style and purpose of supervision by April 2023.
  - Such supervisors to be paid in a remunerated position with training completed in advance of the 2023 season to ensure consistency of approach.
- Referee Mentor Programme for developing referees to be piloted.
  - Purpose of mentoring is to establish a relationship to voice concerns around experiences on court and seek advice on issues that arise in course of refereeing higher-level games.



- Mentors will have 2-3 referees to mentor, who are chosen or who apply to be part of the programme.
- Designed to support referees who wish to develop their skills to enable them to advance along the referee pathway and officiate "A" grades and at National Tournaments
- The programme will support promising younger referees to develop skills and deal with issues arising in games
- Developing and Retaining these referees will be the pivotal aim of the programme.

