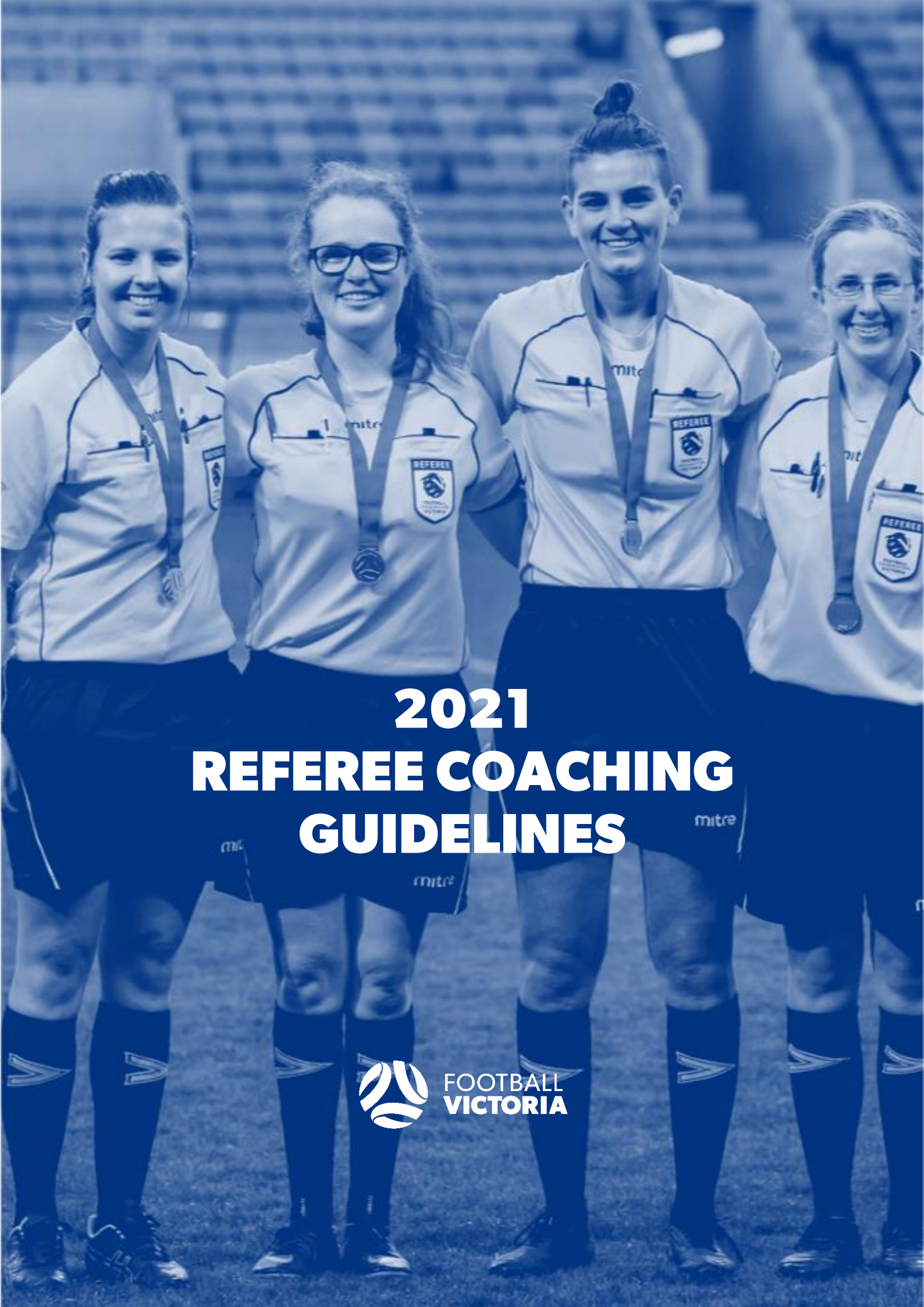


2021 REFEREE COACHING GUIDELINES

FOOTBALL VICTORIA

FOREWORD

Welcome to the 2021 Football Victoria Season. After a challenging year due to the impacts of COVID-19, we are looking forward to seeing our Referee Coaches back supporting our referees.

We are pleased to release the 2021 Referee Coaching Guidelines which will support the role and function of Referee Coaches across Victoria.

As we aim to keep progressing the standard of referee coaching with that of FA, AFC & FIFA, we have made some changes to the grading scale used to provide a more defined marking scale, with a key focus on the Key Match Decisions made by referees.

Our sincere thanks to each Referee Coach for the important role they play in the ongoing development of our referees. We wish you well for the new season and look forward to working with you.

Kind Regards,

Luke Brennan
Head of Referees

WHAT THIS BOOKLET CONTAINS:

1. Guidelines for how to coach Referees

Step 1 – Make an assessment of any Key Match Decisions
Step 2 – Judge the number of Key Match Decisions
Step 3 – Judge if the Key Performance Indicators were met by the official
Step 4 – Using the KMDs, assess the level of match performance of the referee
Step 5 – Assess the Referee's impact on the game
Step 6 – The Referee Coach makes a judgement on the official's performance
Step 7 - Provide coaching and feedback according to the guidelines for referee coaches

2. Key Performance Indicators Application Guidelines 2021

- Phases of an Assessment on Match Day
- The importance of the Running Sheet
- Summary – Guidelines for Referee Coaches
- Referee Competencies / Performance Scale / Marking Scale

3. Referee Coach's Appendices - Professional Reading

Part 1 - The impact of effective coaching
Part 2 - The coaching process
Part 3a - Being an effective coach
Part 3b - The impact of effective feedback
Part 4 - An effective debrief
Part 5 - Indicators for excellence
Part 6 - Useful Clips as Exemplars
Part 7 - Important Zones on the Field of Play
Refereeing Football – 101

1. GUIDELINES FOR HOW TO COACH REFEREES

An appointed Referee Coach must complete his/her report in an independent manner and not be influenced by third parties.

STEP 1 – MAKE AN ASSESSMENT OF ANY KEY MATCH DECISIONS (IF APPLICABLE)

A key match decision is defined as, an incident that influences the winner of a game. The Referee Coach should evaluate (judge) the Key Match Decisions in each game.

In Victoria, a Key Match Decision is identified as any one of the following:

1. A goal awarded or disallowed incorrectly
2. A penalty kick correctly awarded, incorrectly awarded or not awarded (R or AR)
3. Unfair denial of a goal / Denying an obvious goal scoring opportunity (DOGSO) dealt with incorrectly or correctly.
4. A clear and obvious serious foul play/violent conduct send-off not correctly awarded or incorrectly awarded
5. An offside judgement which would have created / denied a clear goal scoring opportunity or a penalty area incident. (AR)
6. An incorrect offside judgement at any stage that lacks the credibility expected at this level (AR)
7. Incorrect judgement of the ball over the boundary line which has a critical impact on the match, including the decision on a goal (AR)
8. Poor assistance to the referee in respect of a key match incident where it would be expected that the assistant would ordinarily advise his/her colleague (AR, 4th Official)
9. Mistaken identity when a wrong player is cautioned or dismissed
10. Not sending off a player after the player has received a second yellow card
11. Incorrect application of the Laws of the Game, that influence the outcome of the game
12. Any other incident that has a significant effect on the match that requires further examination on the part of the Referee Coach that is, influences the outcome of the game.
13. Simulation by an attacker is correctly recognized and punished in the penalty area

Not recognizing and/or correctly dealing with the above, Key Match Decisions includes those incidents that should have been seen or observed and dealt with (by any referee working that level of game) or were seen/observed but dealt with incorrectly.

The Referee Coach should fully discuss all Key Match decisions with the referee in the post-match debrief and ensure that the written report fully reflects these discussions. There should be no surprises in the report. NOTE: in situations where video evidence is available then the post-match debrief should make clear that the final report might include reference and the footage provided to support feedback (via the YouTube URL).

Note: It is rare to have no key match decisions. If this is the case, then the Referee Coach should use their judgment and assign a mark depending on the level of match performance in step 4 with consideration to the performance scale.

KMD VS. NOTABLE DECISION

When providing coaching to referees, it is important to distinguish between KMD and notable decisions. To provide further clarity, the below table provides a summary of the difference between a KMD and a notable decision.

Key Match Decisions	Notable Decisions

A key match decision is defined as, an incident that influences the winner of a game.
In Victoria, a Key Match Decision is identified as any one of the following:
• A goal awarded or disallowed incorrectly
• A penalty kick correctly or incorrectly awarded, or not awarded (R or AR)
• Unfair denial of a goal / Denying an obvious goal scoring opportunity (DOGSO) dealt with correctly or incorrectly
• Clear and obvious serious foul play/violent conduct
• An offside judgement which would have created / denied a clear goal scoring opportunity (AR)
• An incorrect offside judgement at any stage that lacks the credibility expected at this level (AR)
• Correct or incorrect judgement of the ball over the boundary line which has a critical impact on the match, including the decision on a goal (AR)
• Effective or poor assistance to the referee in respect of a key match incident where it would be expected that the assistant would ordinarily advise his/her colleague (AR, 4th Official)
• Mistaken identity when a wrong player is cautioned or dismissed
• Not sending off a player after he/she has received a second yellow card.
• Incorrect application of the Laws of the Game, that influence the outcome of the game.
• Simulation by an attacker is correctly recognized and punished in the penalty area
• Any other incident that has a significant effect on the match that requires further examination on the part of the referee coach, which influences the outcome of the game.
	A notable decision is defined as a prominent or noteworthy decision, which does not influence the winner of a game.
	In Victoria, a Notable Decision is identified as any one of the following:
	• Correct or incorrect Yellow Card incident
	  ○ Interfering with or Stopping a Promising Attack
	  ○ Simulation
	  ○ Celebration of a Goal
	  ○ Delaying the Restart of Play
	  ○ Unsporting behaviour
	• Correct or incorrect Free Kick
	• Correct or incorrect interpretation of mass confrontation or melee
	• Correct or incorrect interpretation of handball
	• Correct or incorrect interpretation of tackles linked to careless, reckless or using excessive force
	• Illegal use of arm – tool or weapon
	• Correct or incorrect interpretation of tactical fouls
	• Penalty area incident
	• Correct or incorrect interpretation of dissent
	• Management of the restart
	• Correct or incorrect interpretation of advantage
	• Correct or incorrect use of Body Language
	• Effective use of Teamwork
	• Effective management of Penalty Kicks
	• Effective management of Injuries
	• Effective management of Players' Equipment
	• Effective Positioning & Movement
	• Any other incident that is used to coach a referee and may require further discussion with the match day coach.

STEP 2 – JUDGE THE NUMBER OF KEY MATCH DECISIONS

Assess how many Key Match Decisions were made in the game, that is, were there…

- Many Difficult Key Match decisions - Three or more decisions
- Few Difficult Key Match decisions - Less than three decisions

Were the Key Match Incidents…

- Difficult / Crucial - Demanding decisions that challenges / test the referee
  Examples of a difficult, crucial or demanding decision that challenges or tests the referee/assistant referee can be, but not limited to, a difficult penalty incident involving who played the ball/ slight contact by defender, difficult red card decision (DOGSO/SFP/VC), difficult offside decision involving small distance and/or multiple attackers, multiple defenders, who played/touched the ball or impacting/challenging offside decisions.
- Expected - Easy / normal decisions that the referee should make correctly
  Examples of an expected, easy or normal decision that the referee/assistant referee can be, but not limited to, any decision that should be made correctly such as an easy penalty decision, easy red card situation, offside decision which is clearly offside.

STEP 3 – JUDGE IF THE KEY PERFORMANCE INDICATORS WERE MET BY THE OFFICIAL

- Referee Coaches must justify if a Key Performance Indicator (KPI) has not been met in the comment box by providing a specific match example of when a KPI has not been met.
- Were all key match decisions managed correctly according to the scale of many, few, difficult or expected?
- Did the referee use a range of player management strategies to control the game effectively? (such as the dealing with dissent and the technical area)

STEP 4 – USING THE KMDS, ASSESS THE LEVEL OF MATCH PERFORMANCE OF THE REFEREE

- Referee Coaches should judge the level of match performance by each official, using the scale below. Was the performance:
  - Outstanding / Faultless, according to the KMD's given
  - Excellent, according to the KMD's given
  - Very Good, according to the KMD's given
  - Good, according to the KMD's given
  - Satisfactory, according to the KMD's given
  - Unsatisfactory / Poor, according to the KMD's given

FV Referee Performance Scale - Definitions

Outstanding: A perfect, ultimate or faultless performance for this rating; a quality rarely seen in this League. No improvements needed. According to the KMD's given.
Excellent: A first rate, supreme or superior performance for this rating; a quality seldom seen in this League. Some minor feedback may be necessary to maintain excellent performance. According to the KMD's given.
Very Good: A polished or superb performance at the standard expected of the League's referees. No significant improvements but scope for polished development. According to the KMD's given. Referee's performance did not have an impact on the game.
Good: A decent and admirable performance; meets the standard usually observed in the League, however, scope for targeted and ongoing development. According to the KMD's given. Referee performance may or may not have an impact on the game.
Satisfactory: Generally sound or average; the minimum standard expected of a referee in this League; scope for ongoing experience and continuing improvement. According to the KMD's given. Referee's performance may or may not have an impact on the game.
Unsatisfactory: Unconvincing; many deficiencies observed; below League standards; ineffective; needs significant improvement. According to the KMD's given. Referee's performance did have an impact on the game.
Poor: Limited or no achievement, significant deficiencies observed; substantially below League standards; totally out of depth; needs crucial improvements. According to the KMD's given. Referee's performance did have an impact on the game.

STEP 5 – ASSESS THE REFEREE'S IMPACT ON THE GAME

This should reflect the demands made on the referee during the whole match and the Referee Coach should take into consideration the circumstances during the match. Previous expectations of the referee or incidents should not be born in mind.

The behaviour of players, coaches, officials, and spectators as well as special incidents, have to be taken into consideration.

If the match became difficult to referee as a result of incorrect decisions, then this has a negative impact on the game, and thus the result. Examples include blatant errors, incorrect key match decisions or a lack of control. In this case, the performance has to be considered as SATISFACTORY or POOR.

On the contrary, if as a result of the referee's and/or assistant referees' effective judgement, and as a result both teams behaved well after a difficult start, then the referee's mark should benefit. In this case the performance will be considered GOOD or higher, depending on the number of key match decisions.

STEP 6 – USING STEPS 1 TO 5, THE REFEREE COACH MAKES A JUDGEMENT ON THE OFFICIAL'S PERFORMANCE

The Referee Coach should use the Laws of the Game in order to assess the performances of the match officials. In addition, Referee Coaches should incorporate the use of the FIFA / AFC Guidelines for analysis of match situations and referee report writing.

If an incorrect Key Match Decision results in the outcome of the game being affected,

then the performance of the official(s) should be judged to be no higher than 6.1.

If a match official makes an error of judgement that would (if confirmed) be a KMD error, but the correct decision is made with the assistance of a colleague, this is not recorded as a KMD error but is considered only as an area for improvement. Additionally, the colleague who assisted in providing the correct decision should be credited for his/her positive impact / influence.

A definition of what is meant by 'reasonably expected to be seen or dealt with correctly' is:

A Referee Coach must make a fair and common sense judgment as to whether the match official should have seen or should have dealt correctly with a Key Match Decision. In other words, the Referee Coach should ask:

- Should a referee at this level be reasonably expected to see or deal with the situation correctly?
- It is not an automatic failure when a Key Match Decision that occurs outside the view of the match officials would not be expected to see or that can only be seen via video replay.
- If the answer is yes, then the game must be judged according to the impact of the error on the result of the game and a mark of no more than 6.1 be awarded.

Examples of this may include:
An incident that occurs outside the view of the match officials but is missed due to poor positioning, failure to anticipate or read the game, improper attention, poor mechanics, poor fitness or some other match official-controlled situation. A serious and / or obvious error of the Laws of the Game which has not been dealt with but has no impact on the game.

2021 FV REFEREE ASSESSMENT SCALE

Mark	Description
9.0 - 10.0	Outstanding Performance in a match with many (3 or more) difficult key match decisions made correctly
8.4 - 8.9	Outstanding Performance in a match with few (less than 3) key match decisions made correctly
8.3 - 8.4	Excellent Performance in a match with many (3or more) difficult key match decisions made correctly
8.0 - 8.2	Excellent Performance in a match with few (less than 3) expected key match decisions made correctly and with few areas of improvement
7.7 - 7.9	Very Good Performance in a match with many (3 or more) difficult key match decisions made correctly
7.3 - 7.6	Very Good Performance in a match with few (less than 3) expected key match decisions made correctly and with few areas of improvement
7.0 – 7.2	Very Good Performance in a match with one key match incident decided incorrectly and with some areas of improvement. The KMD did not influence the winner of the game.
6.7 - 6.9	Good Performance in a match with many (3 or more) expected key match decisions made correctly and with some areas of improvement
6.3 - 6.6	Good Performance in a match with few (less than 3) expected key match decisions made correctly and with some areas of improvement
6.0 - 6.2	Satisfactory Performance in a match with one key match incident decided incorrectly and with many areas of improvement. The KMD did not influence the winner of the game.
No higher than 6.1	One key match incident that influences the winner of the match decided incorrectly.
5.6 – 5.9	Unsatisfactory Performance in a match with two key match incidents decided incorrectly and with few areas of improvement
5.0 - 5.5	Poor Performance in a match with three or more key match incident decided incorrectly and with many areas of improvement

2021 FV REFEREE ASSESSMENT DEFINITIONS

Definitions	
Expected	Easy / normal decisions that the referee should make correctly
Difficult / Crucial	Demanding decisions that challenges / test the referee
Many Difficult	Three or more decisions
Few Difficult	Less than three decisions
Key Match Decisions	An incident that influences the winner of the match. See Step 1 above for examples.
Outstanding: A perfect, ultimate or faultless performance for this rating; a quality rarely seen in this League. No improvements needed. Many KMI's correctly awarded.	
Excellent: A first rate, supreme or superior performance for this rating; a quality seldom seen in this League. Some minor feedback may be necessary to maintain excellent performance. Many KMI's correctly awarded.	
Very Good: A polished or superb performance at the standard expected of the League's referees. No significant improvements but scope for polished development. Majority of KMI's correctly awarded. Referee's performance did not have an impact on the game.	
Good: A decent and admirable performance; meets the standard usually observed in the League, however, scope for targeted and ongoing development. Most KMI's correctly awarded. Referee's performance may or may not have an impact on the game.	
Satisfactory: Generally sound or average; the minimum standard expected of a referee in this League; scope for ongoing experience and continuing improvement. Some of the KMI's correctly awarded. Referee's performance may or may not have an impact on the game.	
Unsatisfactory: Unconvincing; many deficiencies observed; below League standards; ineffective; needs significant improvement. Few KMI's correctly awarded. Referee's performance did have an impact on the game.	
Poor: Limited or no achievement, significant deficiencies observed; substantially below League standards; totally out of depth; needs crucial improvements. No KMI's correctly awarded. Referee's performance did have an impact on the game.	

STEP 7 – PROVIDE COACHING AND FEEDBACK ACCORDING TO THE GUIDELINES FOR REFEREE COACHES

Referee Coaches are asked to appraise the referee's performance against the competencies expected.

Referee Coaches should write two or three strengths, including areas for improvement linked to coaching or advice.

The areas for improvement and coaching / advice should be linked directly to each other and based on actual incidents (use timings) from the match taken from the running sheet.

Control of the game	Physical Fitness and Positioning	Performance of Duties
• Correct and consistent interpretation and application of the Laws of the Game? • Were disciplinary sanctions appropriate? • Effective judgement of careless, reckless, excessive force? • Appropriate application of advantage? • Did the referee demonstrate effective player management of the game (such as body language, self-control, player rapport, etc)? • Did the referee deal with the technical area consistently? • Did the referee show a feeling of the match?	• The ability of the referee to fulfil the positioning definition and the requirements of the game. • Did the fitness / speed /stamina / acceleration, displayed enable the referee to be in the best position for the duration of the game? • Were the principles of ABC, Where, Where, Go (Anticipation) and Using Space displayed by the referee?	• Attention to detail, correct restart. • Cooperation with the assistant referees. Clarity of decisions. • Use of whistle. • Timeliness of decisions. • Wall management. • Treatment of injuries. • Use of Roadblocks.

APPLICATION GUIDELINES - KEY PERFORMANCE INDICATORS

KEY PERFORMANCE INDICATORS	Incidents leading to the KPI not being met
Were all key match incidents managed correctly?	• Any incident that influences the winner of the match. See Step 1 above for examples. If a referee incorrectly judges a key match decision incorrectly and it affects the outcome of the game, then a mark of no higher than 6.1 is awarded. • If the referee incorrectly awards a key match decision, but this does not affect the outcome of the match, then the referee may be awarded a higher result. • Not recognizing and/or correctly dealing with the above Key Match Incidents includes those incidents that should have been seen or observed and dealt with (by any referee working that level of game) or were seen/observed but dealt with incorrectly.
Did the referee protect player safety by correctly interpreting and applying the laws?	• Serious foul play not sanctioned with a red card (e.g. any of the following challenges that show excessive force should result in a RED CARD – Elbowing with force (bent arm), stomping, hi-foot challenges, lunging at an opponent, etc) • Multiple incidents of reckless challenges not sanctioned with a yellow card
Did the referee use a range of management strategies to control the game effectively? (such as dealing with dissent and technical areas)	Referees are reminded to use a range of Player Management Strategies when dealing with players (except for mandatory cautions and obvious red cards). o **Step 0 - No Offence and no signal (Note**: avoid calling 'Advantage' or 'Play On' if there is no offence) o **Step 1 - Free Kick & Quiet Word** (Tell the player to be careful – Friendly advice) o **Step 2 - Free Kick & Public Word (**Stronger use of voice and look the player in the eye) o **Step 3 - Yellow Card** Much stronger use of voice and look the player in the eye and let the player know where they stand) o **Step 4 -** Use of the captain at this point o **Step 5 - Red Card (**Expulsion**)** **Other strategies to assist the referee** o Personality and smile o Get close to play – Proximity o Use of voice strategically o If the game spirals out of control blow for everything and contain the game
	Did the referee deal with dissent effectively? • Obvious or ongoing dissent not sanctioned with a yellow card. Failure to correctly sanction abusive, offensive or insulting language directed towards match officials. o Match Officials are instructed to issue a mandatory Yellow Card for excessive or demonstrative cases of dissent by word or action towards you or your colleagues. o Match Officials are instructed to issue a mandatory Red Card for cases of dissent involving the use of offensive, insulting or abusive language and/or gestures towards you or your colleagues. o Players who run at referees or engage in mass confrontations should expect to be cautioned. o Players surrounding the referee to protest a decision – referee not cautioning the instigator of mass confrontations or players who run from distance to become involved in mass confrontation o Failure to correctly sanction players for melees (not necessarily to caution, but must be dealt with)
	Did the referee deal with the technical area effectively? • The referee failing to take a proactive role to ensuring technical area control from the beginning of the match Referees should take proactive steps before the match to ensure occupants within the Technical Area behave in a responsible manner. It is not mandatory for Match officials to walk towards & address the Technical Areas prior to kick off. • Poor behaviour in the technical area – referee not applying the "Ask Tell Remove" policy o **ASK** – (verbal warning) ask the technical area occupant to cooperate with you. Here a quiet word or a smile may assist in diffusing a tense situation, if this does not work then be more assertive. o **TELL** – (Yellow Card) tell the occupant of the technical area that if they continue, they will be removed (the referee should deliver the 'Tell' instruction. o **REMOVE** – (Red Card) remove the occupant from the technical area then require the offender to leave the vicinity (not behind the fence).

APPLICATION GUIDELINES - PHASES OF AN ASSESSMENT ON MATCH DAY

Referee Coaches are an integral part of the allocated team of match officials and are therefore expected to be aware of the requirements under the FV Code of Ethics.

PRE-MATCH PHASE - Pre-Game formalities

- Arrive in plenty of time to watch the referee carry out his or her duties (at least 45 minutes prior to K.O.)
- The Referee Coach is required to introduce themselves to the referee & offer any assistance.
- Attendance at this time may assist with any questions and/or problems facing the match officials.
- The Referee Coach should be able to liaise if necessary, between any official club representative and the appointed match officials for the day.
- Solving problems prior to the commencement of the game will in all probability reduce any adverse consequences later.
- Referee Coaches have the option to hear pre-match instructions, however, if these are carried out during the warmup then the referee coach may request a summary of points covered…
  - The prime consideration should always be the preparation of the match officials and referees will be able to exercise their authority in deciding when and where the instructions are delivered.
  - While the attitude, authority and presence of the referee before the game can be revealing, the referee coach is primarily there to record on-field performance delivery and questions about match instructions to assistants can be explored if necessary post-match.
- Match officials should be allowed to complete their preparations as freely as possible. If they feel that music, silence or any other motivational device is required then it is at the discretion of the referee.
- There is **no** requirement to observe warm-up procedures, however, the leadership, attitude, authority and presence of the referee at this time can be revealing.

MATCH PHASE - Watch the game and Collect Data

- Your note taking match pad or running sheet or is your **PRIME** data collection tool and forms the basis for your assessment report, therefore it needs to be an accurate record.
  What should you record?
  - Record major incidents in the match with times noted
  - Record positives and negatives according to the criteria
  - Contain your comments to what happened; however, give an opinion on the running sheet as to what you thought the outcome should have been. i.e. correct, not correct and your opinion on sanctions
  - Explain why things happened
- **Half-Time** – This is a good opportunity to analyse any patterns. Also, there should be little contact from the referee coach unless exceptional circumstances (i.e. match official injury or major game disruption) prevail. Under **no** circumstances should match incidents be discussed at half-time with match officials as this potentially could influence second-half performance and the referee coach's task is to measure and **not influence** performance.

POST MATCH PHASE

- The debrief is a very sensitive process so it is recommended that it take place soon after a match. Referee Coaches should allow the referees 15mins after the match to complete their post-match duties before entering the referees change room. It should be structured analysis so have a plan. The following should be covered by using the 7 Step feedback model;
  - Identify the Game Context
  - Explain Impact on the game (+ Provide Feedback on main strengths or positives)
  - Refer to Specific Match Incidents – KMD's
  - Ask for their Views (clarify any decisions that are not obvious)
  - Express your Observations/Opinions
  - Offer Solutions/Alternatives (Provide areas for development or opportunities for improvements with strategies and coaching and if needed correct any mistakes in the LOTG)
  - Leave on a Positive
- The level of challenge or otherwise of the match might be discussed but the Referee Coach should **never reveal (or be influenced on) the possible mark to be awarded**
- It is expected that what is said in the debrief will be reflected in the main body of the coaching report to ensure that there are no surprises for the match officials when they receive their written feedback.

WRITING THE REPORT

- Summarise the information giving an assessment on the referees performance and what you believe are areas for improvement via the Assessment, Coaching Points, Key Performance Indicators, Running Sheet
- Referee Coaches will still report on any incidents not witnessed by the match officials and worthy of further investigation by the Football Victoria. The Referee Coach should include mention of such at the post-match discussion. **Reports must be submitted by 9am Tuesday.**

APPLICATION GUIDELINES - THE IMPORTANCE OF THE RUNNING SHEET

Determining the best method of data collection that best suits you when assessing a football game

Introduction

The task of a Referee Coach is not an easy one and demands 100% concentration. On the coach's shoulders falls the responsibility for the practical development of match officials.

A Referee Coach's task begins with the collection of data on the performance of the match officials they have been sent to assess. The **PRIME** tool used is the **Running Sheet**. In itself, the Running Sheet is no more or less than a standardised notebook or diary of notable events. It is the recording device used to collect the data that will form the information pool necessary for the rest of the inspection process.

The Running Sheet forms the basis for the creation of an accurate and effective assessment report. Therefore, it needs:

- to be an accurate record of notable incidents (it is not a list of all the things that occur);
- to be recorded throughout the game with times noted.
- to record both the positive and negative.
- to contain the coaches comments on what happened; and
- to explain why things have happened.
- to explain to the referee any solutions

Some Referee Coaches record the goals and substitutions on the Running Sheet. These occurrences, whilst not necessarily impacting on the match official's performance, can provide a valuable memory key for referees when they review the Running Sheet. To standardise the procedures in Victoria the following abbreviations are presented as a guide for referee's coaches. They can be varied depending on the circumstances. These abbreviations should help simplify the data collection process. Essentially, they represent a common sense form of shorthand. Which uses as few pen and key strokes as possible.

Abbreviations

The Basics	General Abbreviations		Useful data
The Teams should be referred to by the initials in their name, eg: MV = Melbourne Victory GG = Green Gully Cavaliers MC = Malvern City YR = Yarra Rangers **Officials** R = Referee = R AR1 = Senior Assistant Referee AR2 = Junior Assistant Referee 4th = 4th Official NOTE: When recording on the Running Sheets the player's number and the time of the incident should be recorded along with the team.	**Restarts** KO = Kick off FK = Free Kick IFK = Indirect Free Kick PK = Penalty Kick GK = Goal Kick CK = Corner Kick TI = Throw-in G = Goal **Sanctions** YC = Caution RC = Red Card [Send-off]	**Fouls** PSH = Pushing HLG = Holding TRG = Tripping HBL= Handball CT = Careless Tackle RT = Reckless Tackle OFL = Offensive Language DIS = Dissent R&CTFB = Reckless & Careless tackle from behind COM = Comment O/S = Offside ADV = Advantage GKR = Goalkeeper PA = Penalty Area GA = Goal Area TA = Technical Area WMP = Wall Management Procedures IMP =Injury Management Procedures RB = Roadblocks	**Distance from incident** * 0 to 10 Metres from the ball ** 10 to 20 Metres from the ball *** 20 to 30 Metres from the ball **** 30Meters and over from the ball **Rating of Foul** 1 – Agree with referee / Foul / Free Kick 2 – Sort of, not sure but referee is closer 3 – Disagree / Soft / No foul

Some examples:

16 min: FK1 GG10 R YCMV4 trip GG10**	This means a free kick (that you agree with) was awarded to Green Gully 10. The referee was close to the incident. Melbourne Victory #4 was cautioned for tripping Green Gully #10.
66 min: R RB1 to YR9	This means that the referee spoke to Yarra Rangers #9 – This was a private warning

Referee Coach's should also be aware that quick diagrams drawn on the Running Sheet may assist in the assessing process. Diagrams may clarify why decisions were made and can be used as coaching points later.

When a Referee Coach records an incident, it should be worthy of note and have a comment attached to it. Comments such as: **P13 holds M3** only notes what has occurred. It does not provide any feedback at all. It is far more preferable if this incident was recorded as:
P13 holds M3 - missed - poor angle; or perhaps as P13 holds M3 - well spotted - great outside run!

REFEREE COACH'S APPENDICES - PROFESSIONAL READING

PART 1 - THE IMPACT OF EFFECTIVE COACHING

PART 2 - THE COACHING PROCESS

PART 3A - BEING AN EFFECTIVE COACH

PART 3B - THE IMPACT OF EFFECTIVE FEEDBACK

PART 4 - AN EFFECTIVE DEBRIEF

PART 5 - INDICATORS FOR EXCELLENCE

PART 6 - USEFUL CLIPS AS EXEMPLARS

PART 7 - IMPORTANT ZONES ON THE FIELD OF PLAY

REFEREEING FOOTBALL – 101

The impact of effective coaching

Part 1 – Written by Jim Ouliaris in 2018

Introduction

Feedback informs a referee about their performance relative to performance goals (assuming they can articulate them). Feedback: its purpose, is to improve the performance of a referee. Feedback redirects or refocuses the actions of referee coach (coach) and referee so the official can align their efforts and activity with a clear purpose that leads to an effective performance.

Both Match Day Coach's and other referees can provide formal or informal feedback. It can be oral or written, formative (on-going game analysis) or summative (single snapshot). Whatever its form, it always comprises specific advice a referee can use to improve their performance.

Research shows appropriate feedback has very high effects on learning and performance.

Studies have shown that feedback which is specific and focussed on familiar tasks has an effective impact on performance. Feedback in the form of praise, punishment and rewards has lower effect sizes (Hattie & Timperley, 2007).

The research suggests that feedback which is specific, accurate and clear is far more positive.

Characteristics of positive feedback are that it:

- Provides detail, such as 'Your positioning was effective because you...,' rather than just 'Good positioning'
- Compares what a referee is doing now with previous assessment advice and reports, such as, 'I can see you focused on improving your positioning in the final 3rd, the result is much better now than when you pulled up just before the penalty area from the last time'
- Provides specific coaching and guidance on how to improve, and not just telling referees when they are wrong
- Is framed to encourage and support further effort and improvement in performance
- Is supported by effective professional learning for referee coaches

" It' s not what we say, it' s how we say it, it' s not what we write, it' s how we write it!"

Effective feedback is demonstrated when the referee coach:

- Provides feedback on tasks that challenges referees to review, reflect on and refine their performance at various times throughout a season
- Gives timely feedback after the game, followed up by the report, acknowledging strengths and areas for improvement with suggestions
- Structures feedback to provide options for further development
- Uses referee input as a source of feedback on the effectiveness of their own assessment practice.
- In summary… is precise, timely, specific, accurate and actionable

Ineffective feedback is not demonstrated when the referee coach:

- Provides feedback that is about the person (such as, 'you are the best referee in the league') or vague (such as, 'just run faster', without context)
- Only provides feedback in a formal way without understanding the context of the game, the impact of decisions or the referee's decisions
- Provides a one-way dialogue without the referee opinion.

This strategy is demonstrated when referee:

- understands clearly what they need to do to improve
- feel encouraged and supported by your feedback to improve their performance
- use the referee coach's feedback to monitor and self-regulate their own learning

Acknowledgements

- This article has been adapted to Football Referees from High Impact Teaching Strategies Published by the Victorian Department of Education and Training Melbourne June 2017
- Visible Learning by John Hattie (2009), Summarised by Gerry Miller (North Tyneside EAZ Consultant) on the 21st of April 2010
- AFC Education Seminars 2012 to 2018 with a focus on how to referee coach effectively – Referee Assessor Course, Kuala Lumpur

A useful reminder on the power of feedback…
www.ascd.org/ASCD/pdf/journals/ed_lead/el201209_takeaways.pdf

The coaching process

Part 2 – Written by Jim Ouliaris in 2018

The Role of a Match Day Coach / Referee Coach

Referee Departments have a similar expectation when it comes to the role of a referee coach.

1. The primary role of a Match Day Coach / Referee is to give advice on how a match official can improve their performance (***in other words, to coach and offer solutions***).
2. It is crucial that a Match Day Coach / Referee Coach acts as a supportive coach to the refereeing team.
3. They also act as guardians of the Laws of the Game in ensuring uniform and consistent interpretations.
4. In assessing match official performances, they also assist in identifying talented officials who can be promoted.
5. Report to the member association the merits of the performance.

WATCH (mnemonic) their performance

The process of assessing uses a number of steps. A Match Day Coach / Referee Coach will:

- **W** – Watch and observe the Game
- **A** – Analyse what happened throughout the game e.g. Impact and Correct KMD
- **T** – Take notes (via a running sheet)
- **C** – Construct thoughts at Half Time & Full Time
- **H** – Have an opinion with a focus on Coaching (Debrief & Report)

Pre-match phase or formalities

Arrive in plenty of time to watch the referee carry out his or her duties (member association may stipulate a timeframe).

The Match Day Coach / Referee Coach has an important role to liaise, if necessary, between any official club representative and the appointed match officials. Attendance at this time may assist with any questions and/or problems facing the match officials. Solving problems prior to the commencement of the game will in all probability reduce any adverse consequences later.

Pre-match instructions

- Match Day Coach / Referee Coach have the option to hear pre-match instructions, however, if these are carried out during the warmup then the referee coach may request a summary of points covered.
- The prime consideration should always be the preparation of the match officials, and referees will be able to exercise their authority in deciding when and where the instructions are delivered. While the attitude, authority and presence of the referee before the game can be revealing, the referee coach is primarily there to record on-field performance delivery and questions about match instructions to assistants can be explored if necessary post-match.
- Match officials should be allowed to complete their preparations as freely as possible. If they feel that music, silence or any other motivational device is required then it is at the discretion of the referee.
- The Match Day Coach / Referee Coach should not linger in the dressing room, unless stipulated by the member association or at the express invitation of the referee. Prior to leaving the referee coach should agree on a time with the referee when you can conduct the debrief.
- There is no requirement to observe warm-up procedures, however, the leadership, attitude, authority and presence of the referee at this time can be revealing.

Acknowledgements

- This article has been adapted from the Football Federation of Victorian Assessor Guidelines 2018

" It' s not what we say, it' s how we say it, it' s not what we write, and it' s how we write it!"

Watch and observe the Game

Your note taking match pad or running sheet or is your PRIME data collection tool and forms the basis for your assessment report, therefore it needs to be an accurate record.

What should you record?

Record major incidents in the match with times noted

- Record positives and negatives according to the criteria
- Contain your comments to what happened; however, give an opinion on the running sheet as to what you thought the outcome should have been. i.e. correct, not correct and your opinion on sanctions
- Explain why things happened

Analyse what happened throughout the game e.g. Impact & Correct KMD

- Half-Time – This is a good opportunity to analyse any patterns. Also, there should be little contact from the referee coach unless exceptional circumstances (i.e. match official injury or major game disruption) prevail.
- Under no circumstances should match incidents be discussed at half-time with match officials as this potentially could influence second-half performance and the referee coach's task is to measure and not influence performance.

Post-Match Phase – the Debrief – an opportunity to coach

- As an Match Day Coach / Referee Coach, find a quiet place to reflect on the match officials performances
- Summarise the key points you are going to use from the notes you have taken (but prioritise these for maximum impact)
- Use the sections of the assessment form as a basis for the structure such as:
  - Control of the Game
  - Physical fitness and positioning
  - Teamwork / Performance of Duties
- Conduct the debrief at the agreed time with the referee
- The debrief is a very sensitive process so it is recommended that it take place soon after a match. Referee Coaches should allow the referees 15mins after the match to complete their post-match duties before entering the referees change room. It should be structured analysis so have a plan. The following should be covered by using the 7 Step feedback model;
  - Identify the Game Context
  - Explain Impact on the game (+ Provide Feedback on main strengths or positives)
  - Refer to Specific Match Incidents
  - Ask for their Views (clarify any decisions that are not obvious)
  - Express your Observations/Opinions
  - Offer Solutions/Alternatives (Provide areas for development or opportunities for improvements with strategies and coaching and if needed correct any mistakes in the LOTG)
  - Leave on a Positive
- The level of challenge or otherwise of the match might be discussed but the referee coach should **never reveal (or be influenced on) the possible mark to be awarded**

Writing The Report

- It is expected that what is said in the debrief will be reflected in the main body of an referee coach's reports to ensure that there are no surprises for the match officials when they receive their written feedback.
- Summarise the information giving an assessment on the referees performance and what you believe are areas for improvement via the Assessment, Coaching Points, Key Performance Indicators, Running Sheet

Being an effective match day coach

Part 3a – Written by Jim Ouliaris in 2018

Being an effective match day coach

Being an effective match day coach requires a specific mindset. The mindset focusses on improving performance, not finding fault. The primary role of a referee coach is to give advice on how match officials can improve their performance. A match day coach should look for ways to ***coach and offer actionable solutions***. Feedback should be precise, timely, specific, accurate and actionable.

There are many skills required to be an effective referee match day coach. A match day coach will watch and observe the game as an opportunity to provide coaching. The match day coach will analyse what happened throughout the game, take notes (via a running sheet) on matters such as strengths, impact of the referee and accuracy of KMD. The match day coach will also construct their thoughts at Half Time & Full Time, with a focus on providing an opinion and solutions to coaching concerns.

Analyse what happened throughout the game

- Half-Time – This is a good opportunity to analyse any patterns. The analysis could be in the form of:
  - Identifying strengths and prioritising these in order of discussion
  - Identifying any areas for improvement and giving thought to proving actionable solutions
  - Identifying any key match decisions, rate their degree of difficulty and accuracy
- At half-time, there should be little contact from the match day coach unless exceptional circumstances (i.e. match official injury or major game disruption) prevail. Under no circumstances should match incidents be discussed at half-time with match officials as this potentially could influence second-half performance and the referee coach's task is to measure and not influence performance.
- Full-Time – Having started your analysis at half time, add to any patterns from the second half in preparation for the debrief.

The Debrief

The debrief is one of the best opportunities to coach and make an impact on performance. This is mainly due to the incidents being fresh in the mind of referees. As a match day coach, it is important to summarise the key points you are going to use from the notes (but you should prioritise these for maximum impact).

However, it is always useful to have an agreed time (and place) with the referee. The debrief is a very sensitive process, so it is recommended that it take place after a match. As a match day coach, you should allow the referees 15 to 20 minutes after the game to complete their post-match duties before entering the referees change room.

' Look for actionable solutions '

Structuring the debrief

After you have structured and prioritised your thoughts, you debrief should be a structured analysis, so have a plan! The following process is useful when conducting the debrief.

- Identify the Game Context and the level of challenge
- Explain the referee's impact on the game by identifying the main strengths or positives) – be specific
- Refer to Specific Match Incidents throughout the game
- Ask for the referee's views on a Specific Match Incidents to clarify any decisions that are not obvious
- Express your Observations/Opinions
- Offer Solutions/Alternatives (Provide areas for development or opportunities for improvements with strategies and coaching and if needed correct any mistakes in the LOTG)
- And, always leave on a Positive

Note; Although the level of challenge might be discussed, the referee coach should **never reveal (or be influenced on) the possible mark to be awarded**

Indicators for coaching

Using sections of the assessment form as a basis for the structure for your coaching is always useful. For example, you can identify issues related to the following areas:

Control of the game

- Correct and consistent interpretation and application of the Laws of the Game?
- Were disciplinary sanctions appropriate?
- Effective judgement of careless, reckless, excessive force?
- Appropriate application of advantage?
- Did the referee demonstrate effective player management of the game (such as body language, self-control, player rapport, etc.)?
- Did the referee deal with the technical area consistently?
- Did the referee show a feeling of the match?

Physical Fitness and Positioning

- The ability of the referee to fulfil the positioning definition and the requirements of the game.
- Did the fitness / speed / stamina / acceleration, displayed enable the referee to be in the best position for the duration of the game?
- Were the principles of ABC, Where, Where, Go (Anticipation) and Using Space displayed by the referee?

Performance of Duties (teamwork)

- Was there attention to detail, i.e. correct restart?
- Did the team cooperate and support each other?
- Were decisions clear? Were they timely?
- Was the whistle used effectively?
- Did the referee manage the wall and treatment of injuries?
- Did the referee's personality impact the game?

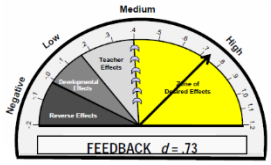
Acknowledgements

This article has been adapted from the Football Federation of Victorian Assessor Guidelines 2018

AFC Education Seminars 2012 to 2018 with a focus on how to assessor effectively – Referee Assessor Course, Kuala Lumpur

The impact of effective feedback

Part 3b - Written by Jim Ouliaris in 2015



What is Feedback?

Feedback is information provided by and referee coach, peer or self/experience regarding aspects of one's performance or understanding.

Effective feedback must answer three major questions asked by an referee coach and/or by the referee:

- **Where am I going?** (What are the improvement goals?)
- **How am I going?** (What progress is being made toward the improvement goal?), and
- **Where to next?** (What strategies or activities need to be undertaken to make further progress?)

These questions correspond to ideas of 'feed up', 'feedback', and 'feed forward'. How effectively match day coaches assist in answering these questions serve to improve referee performance.

The Role of an match day coach

Referee Departments have a similar expectation when it comes to the role of a referee coach.

1. The primary role of a match day coach is to give advice on how match officials can improve their performance (in other words to coach the official).
2. It is crucial that a match day coach acts as a match day coach to support the refereeing team.
3. They also act as guardians of the Laws of the Game in ensuring uniform and consistent interpretations.
4. In coaching and assessing match official performances they also assist in identifying talented officials who can be promoted.
5. Report to the member association the merits of the performance

WATCH their performance

They do this through the following mnemonic 'WATCH':

- W – Watch the Game
- A – Analyse what happened throughout the game
- T – Take notes (via a running sheet)
- C – Construct their thoughts at Half Time & Full Time
- H – Have an opinion (Debrief & Report)

Match day coaches provide regular feedback, both good and bad. In order for feedback to be effective it should be solution focused and specifically based on observed information. When delivered it is supportive, timely, respectful, verifiable and authentic (real). Well-presented feedback supports positive improvements in performance and an increase in professional relationships.

A climate of trust is critical when it comes to feedback.

- Errors must not only be tolerated, it must be positively WELCOMED!
- When giving written feedback Referee Coaches should highlight three successes in a referee's performance and one area where improvement is needed'.
- Feedback works best when errors are welcomed and expected as part of learning and the environment is respectful and supportive.

" Good referee' s make for good football, but great referee' s make for great football"

Do marks improve performance?

Extrinsic rewards such as marks are the least effective form of feedback for improvement. There is a negative correlation between extrinsic rewards such as marks and motivation and task performance. Extrinsic rewards are typically negative because they undermine referees taking responsibility for motivating or regulating themselves e.g. turning up to training. Rather, marks are a controlling strategy that often leads to greater surveillance, evaluation and competition, all of which have been found to undermine enhanced engagement & regulation.

Strategies for Improvement

Ask referees to brainstorm solutions or to evaluate their game by using:

Goal Setting

- Prior to your assessment ask the question of the referee of what area in their game would they like particular focus or attention to as they may be looking to see improvement or fine tuning in that area.
- What are your improvement goals for this game?

PMI – Plusses, Minuses & Improvements

- What were the plusses in your game?
- What were the minuses in your game?
- What are the improvement areas for the next time?

3,2,1 – 3 positives, 2 negatives, 1 area for improvement

- Identify 3 positive in this game?
- Identify 2 negatives in this game?
- Identify 1 improvement areas for your next game?

SWOT – Strengths, Weaknesses, Opportunities & Threats

- What were the strengths in your game?
- What were the weaknesses in your game?
- What were the opportunities for improvement for the next game?
- What are the threats or the things that will prevent you from carrying this out?

Y Chart – Looks like, Sounds like, Feels like

- What does a high quality performance look like?
- What does a high-quality performance sound like? (Explain it)
- What does a high-quality performance feel like? (Explain it)

Targeted Questioning – Hints/cues/prompts

- Feedback that guides the referee in the right direction to own the area for improvement.
- For example, a strategic hint on what to do next or a visual example or demonstration.
- It avoids explicitly presenting the correct answer as there needs to be ownership of the issue and action by the referee.

Acknowledgements

- Teachers Make a Difference - What is the research evidence? John Hattie, University of Auckland, Australian Council for Educational Research, October 2003
- Visible Learning by John Hattie (2009), Summarised by Gerry Miller (North Tyneside EAZ Consultant) on the 21st of April 2010
- AFC Education Seminar 2015, Referee Assessor Course Evolution in Assessment, Kuala Lumpur, Malaysia, 8th – 10th February 2015
- Extrinsic Rewards – Deci, Koestner and Ryan (1999)

An effective debrief

Part 4 – Written by Jim Ouliaris in 2018

Effective feedback is demonstrated when the match day coach:

- Provides feedback on tasks that challenge referees to review, reflect on, and refine their performance.
- Gives timely feedback, followed up by the report, acknowledging strengths & areas for improvement with solutions.
- Uses referee input as a source of feedback on the effectiveness of their own assessment practice.

Best Practice Recommendations

1. The match day coach and referee should agree on a time as to when to conduct the debrief. Generally, 15 or so minutes after the end of the game, so that post-match duties can be carried out.

2. The debrief should go for no more than 15 minutes and the referee coach should have a summary of key points from the notes taken throughout the game (prioritise)

3. It should be structured analysis so have a plan. The following should be covered by using the 7 Step feedback model;
   - **Identify the Game Context**
     - Describe the game – degree or challenge
     - Attitude of players
     - Dominance of teams
     - Playing conditions
   - **Explain Impact on the game (+ Provide Feedback on main strengths or positives)**
     - Impact on the game by the Referee
     - Positive impact of the referee and ARs
   - **Refer to Specific Match Incidents**
     - Identify the key match decisions or incidents – Correct or Incorrect
     - Ask for an opinion / Pose Questions / Clarify any misconduct
     - Offer own observations
   - **Ask for their Views (clarify any decisions that are not obvious)**
     - Seek their opinions on incidents (Referee or Assistant Referee) i.e. talk me through the incident in the ?? minute when you awarded a penalty kick to the home team. What did you see?
   - **Express your Observations/Opinions**
     - Honest opinion – either supporting the referee, assistant referee or not
     - Describe in your words what you saw
   - **Offer Solutions/Alternatives (Provide areas for development or opportunities for improvements with strategies and coaching and if needed correct any mistakes in the LOTG)**
     - Incorrect Decision –What should you have done? What can we learn from this? Is there anything else you could have taken into consideration? Offer solutions to the match official – use your experience. Sometimes you need to be strong and give opinion and must be correct in Law.
   - **Leave on a Positive**
     - Summarise the performances – revisit the game context
     - Acknowledge the type of game – was it challenging or not
     - Leave on a positive by choosing a strength to leave on
     - Thank them for making you part of the team

‘ The debrief is precise, timely, specific, accurate and actionable ‘

Try the following as a guide

Identify the Game Context	
Describe the game such as Degree or challenge / Attitude of players / Dominance of teams /Playing conditions	

Referee’s Performance	
+	
+	
+	
+	
+	
+	
+	

Areas for Improvements	Solutions
I	
I	
I	
I	
I	

Key Match Decisions		Correct Yes / No	Degree E–N–D
1			
2			
3			
4			
5			
+			

Indicators for excellence

Part 5 – Written by Jim Ouliaris in 2018

1. **Tactical Awareness** – Control of the Game
   - Preparation is Key – Context, Styles of Play, Dead ball situations, Open Play Situations
   - Awareness of key players or Match Ups
   - Tactical fouls, the elephant touch (lunging stomp)
   - Half-time analysis

2. **Pre-match Instructions (more of a guideline rather than focus area)** – Control of the Game
   - Communication and instructions from ref emailed days before game (ref coach included). Clarification done before getting to ground.
   - Main points and final clarification done prior to game
   - Final discussion of tactical issues

3. **Accuracy of Key Match Decisions**– Control of the Game
   - Consistent interpretation – fouls and sanctioning
   - Gets the big decisions right – SFP, VC, DOGSO, SPA
   - Positioning, Fit and agile
   - Ability to respond by using time effectively
   - Teamwork

4. **Sense of belonging / makes it look easy**– Control of the Game
   - Confident body language, calm and in control
   - Strong body language, signalling
   - Has credibility and gains respect by players
   - Effective communicator – deals with challenges to authority
   - Ability to influence player behaviour

5. **Facilitate an Entertaining Contest**– Control of the Game
   - Look for opportunities to play 'advantage' as much as possible
   - Avoids stopping play for trifling offences without losing match control
   - Ensures that appropriate action is taken for more serious offences
   - Clear communication with players is very important

6. **Increase effective playing time** – Control of the Game
   - Speed the game up as much as possible i.e. re-start for ceremonial FK.
   - Minimise time lost through public warnings, only stop play for sanction
   - Injuries assessed only on the field, no treatment of injuries.
   - Why 1 & 3 when it could be 2 + 4 or more of Additional Time

7. **Movement and Positioning -** Physical fitness & positioning
   - Looks for an angle view on play
   - Looks to the next phase of play / uses Highline running
   - Shows urgency & moves into hot zones (acceleration / anticipation)
   - Reacts quickly to play & uses speed to gain proximity (agility)
   - Moves off diagonal – able to go ahead of play (high line)
   - **High Line Running - https://youtu.be/n4-ikpcIpM8**

8. **Teamwork –** Performance of Duties
   - Readiness and anticipation to take appropriate action when a situation arises
   - Cooperation to support each other
   - Communication and eyes contact

Acknowledgements
This article has been adapted from the Football Federation of Victorian Assessor Guidelines 2018
AFC Education Seminars 2012 to 2018 with a focus on how to assessor effectively – Referee Assessor Course, Kuala Lumpur

'Look for actionable solutions'

The ability to influence the player behaviour

9. **Player Management / improving the attractiveness of our game –** Performance of Duties
   - Obvious & ongoing dissent from players must be cautioned
   - Offensive, insulting or abusive language and/or gestures
   - Physical contact with match officials
   - Surrounding of match officials

10. **Managing the Technical Area/Protecting Image of the game –** Performance of Duties
    - Educate technical areas on role of 4th Official
    - Effective enforcement of 'ask/tell/remove'

11. **Consistent implementation of '3 is a crowd' / Mass Confrontation** – Control of the Game
    - When three or more players from a team surround a match official in an act of dissent, the referee will caution at least one of the players
    - Consistency is the key
    - ARs (and 4th Officials) should be alert and provide information to the referee when required

12. **Feel for the game / understanding game temperature** – Control of the Game
    - Player rapport / little obvious or ongoing dissent
    - Understands the context of the game
    - Gets the big decisions right / sells decisions effectively
    - Understands the importance of proximity / able to be proactive to reduce issues

Tactical Awareness – Control of the Game

Pre-match tactical preparation is the key to successful refereeing. Regardless of the standard of league, teams rehearse set plays or systems in their game. This can be discussed whilst the officiating team is getting ready. The following are areas that could be discussed:

Context…
- Position of ladder
- Semi Final or Knock Out
- Relegation or Promotion
- Volatile Cultural Differences
- High Pressure Game
- The importance of the game - result needed, goal difference
- Rivalry & previous games

Other…
- Size or condition of the pitch
- Weather & its impact (Heat, rain, wind.) / Time of the match

Styles of Play
- Systems of play (3-5-2, 4-3-3, 4-2-3-1, 4-4-2)
- Formations (e.g. wing-backs)
- Kick and run vs. hold, pass and move

Dead ball situations
- Corners: Short or Long = Target players
- Free Kicks: Defensive, Attacking = Target players
- Throw - Ins - AR half, ref half.
- Time-wasting or injuries designed to interrupt flow
- Wall Management

Open Play Situations
- DOGSO & SPA: Considerations
- Simulation v Penalty v No foul/Play On
- Pressing / Handball / Mass Confrontation
- Offside - position & concentration

Awareness of key players or Match Ups
- Target Players / Knowing player tendencies
- Reading the game
- Identifying / dealing with the squeaky wheel
- Tactical fouls, the elephant touch (lunging stomp)

Half-time analysis & Whole Team Responsibilities

Useful Clips as Exemplars

Part 6 – Written by Jim Ouliaris in 2018

An exemplar is effective in demonstrating what success looks like, and how to achieve success. An exemplar demonstrates the steps required to complete a task or solve a problem. The referee coach can refer to an exemplar and explain each step. Later, referees can review the exemplar in order to implement the area in question in future games.

Considerations

- *Using a clip as an exemplar can assist a referee coach to support referee knowledge and skill acquisition.*

This strategy is demonstrated when the referee coach:

- *supports the acquisition of new knowledge and skills by presenting the referee with a clear, step-by-step exemplar*
- *provides exemplars that are accessible to referees (self-explanatory) and unpacks the learning in the report, highlighting solutions*

This strategy is demonstrated when referees:

- *are engaged and focussed on the exemplar as it is pitched at the right level of challenge*
- *understand that the focus is on improving for the next game*

Exemplars

The following exemplars have been taken from A League reports. They contain the explanation and the URL. A Referee Coach is able to use these clips as exemplars to assist Victorian Referees with their development.

Defusing player tension

The YC that you issued in the 80.30 minute for reckless tackle was handled very well. It was great to see you step in quickly with your card out early which diffused any confrontation. This was smart refereeing and demonstrated courage. You also issued another YC in the 67.45 minute for SPA, and all up there were only 21 free kick issued, which displayed the level of intensity in this game. See URL at https://youtu.be/RZhm4S8R8YE

Running with Urgency / High line Running

As part of your future development and running with urgency, watch how this referee runs and reacts to play. Watch how this referee runs and reacts to play. Give some thought to the way you use your speed. Give some thought to the way you could incorporate this style of running and urgency into your refereeing - https://www.youtube.com/watch?v=Wp8H6lsddD0

Management of Penalty Area Incidents / Holding

I felt you did a great job at managing set pieces such as corners and ceremonial free kicks. It was great to see you use your presence and body language to control what was going on, or about to occur. You were very proactive here and you did a great job of selling your decisions – see URL at https://youtu.be/5Kw9XdMRl3w

Foul Identification and Entertaining Spectacle / Use of Presence

It was also obvious you were looking to play advantage. In many of these cases, it lead to attacking opportunities. The two teams wanted to play the ball, you were happy to let the game flow. You nailed an excellent advantage which lead to a Goal to WP9 in the 52.20 minute – see https://youtu.be/T9z_7Y268bA . Other very good advantage situations occurred in the …... A great example of a well-played advantage occurred in the 73.10 minute which lead to another MV goal to MV8 – see URL https://youtu.be/15OZ_X0BgX4

Penalty management procedures

Penalty management procedures was also handled well in the 64.20 minute whereby you reiterated to all players about the encroachment. **https://youtu.be/MkiY9vCMWKI**

‘ Look for actionable solutions ‘

Use of Presence

You were able to react effectively to play and anticipate counter-attacking situations. Linked to this was your ability to look for angle as well as showing urgency by moving into penalty areas to gain proximity to play. I also liked the way you dealt with the free kick in the 71.55th minute by using your presence – see https://youtu.be/Fb3kEJjmAGI

Game Empathy

The way you dealt with the CCM substitution in the 32nd minute showed a great deal of game empathy. I have no doubt that, if the CCM attacker got up that he would have been issued with a YC for a reckless tackle on the MV goalkeeper. However, you demonstrated effective judgment and common sense and understood that a YC in this situation would have little or no impact. See URL – 32.00 - JG MV vs CCM IMP https://youtu.be/AlVkRq7Cpzw

Mass Confrontation Situation

The situation in the 69.40 minute was handled very well by your action, and also the action of AR1. It was great to see you alert to the tactics of WSW to play the ball quickly. By using your presence and moving players apart, you diffused this situation quickly – see URL – https://youtu.be/u4ajgWWKTT8

Advantage and Quick Free Kicks

In a derby such as this, the more you allow for advantage and quick free kicks, the better the entertainment for football followers. Tonight, I believe you had the balance right. I could see that you were looking for opportunities to play ‘advantage’ as much as possible, without stopping play for minor offences, and without losing match control. There were many examples of this tonight - See …... Take note of the following URL, as is an example of excellent use of wait and see with advantage which leads to a goal - https://youtu.be/PD8N_uInZ7A

A sense of belonging / Foul Identification

You had a number of big decisions to make, especially within both penalty areas, especially with handball situations. When making these decisions, you looked calm and in control. Your body language and signalling also looked strong. This allowed your decision-making to demonstrate credibility, and this in turn lead to few if any challenges to your authority. See URL https://youtu.be/Who-i2a1-GI . In this game, you made it look easy. Well done.

Positioning and Strong Body Language

It was also great that you allowed play to continue in the 66.10 minute when WP10 kicked the ball into MV10. This led to an attack on goal by MV8. Your ability to get into a very good position to judge accurately the three penalties (see 19.00, 21.00 and 61.15) in this game was excellent. In all three cases you showed authority and a sense of belonging. See the following URL https://youtu.be/s-KNO_yXie4. All these made for an entertaining game.

Penalty Decisions

I felt your fitness and positioning allowed you to get close to play to react effectively to the penalty judgments or decisions that you needed to make. In the 11.20 minute you were close to react to WP21 falling over the MC goalkeeper at a back pass. Again, you were close to the decision in the 21.45 minute to sell your decision with confidence when MC27 placed himself in the path of the defender. I was comfortable with no penalty for these decisions. The decisions in the 57.10 and 68.40 minutes whereby you blew for penalties was a result of your concentration and movement to see what was going on. I have also noted that the penalty management procedures were also handled well. See url: https://youtu.be/OS3C_zkdQWg

Teamwork near the 3rd Penalty Area

Mass confrontation near the technical areas are very dangerous and can spiral out of control quickly unless member of your team assists you effectively. The first melee was dealt with very well – see URL – https://youtu.be/jYh6EyvNsS4

Important Zones on the Field of Play

Part 7 – Written by Jim Ouliaris in 2018

Zone 1 - Penalty Areas
Due to the impact of awarding a direct free kick as a penalty, both are seen as hot zones and need proximity, angle and concentration by the referee.

Zone 2 – Grey or Dark Zones within penalty areas
Both the referee and each AR are generally an equal distance away from this zone and this creates a conflict as to who takes responsibility of this zone.

Zone 3 – 3rd Penalty Area near the Technical Area
Just as our two penalty areas, the space in front of both technical areas can lead to an increase in temperature when a free kick is given here.

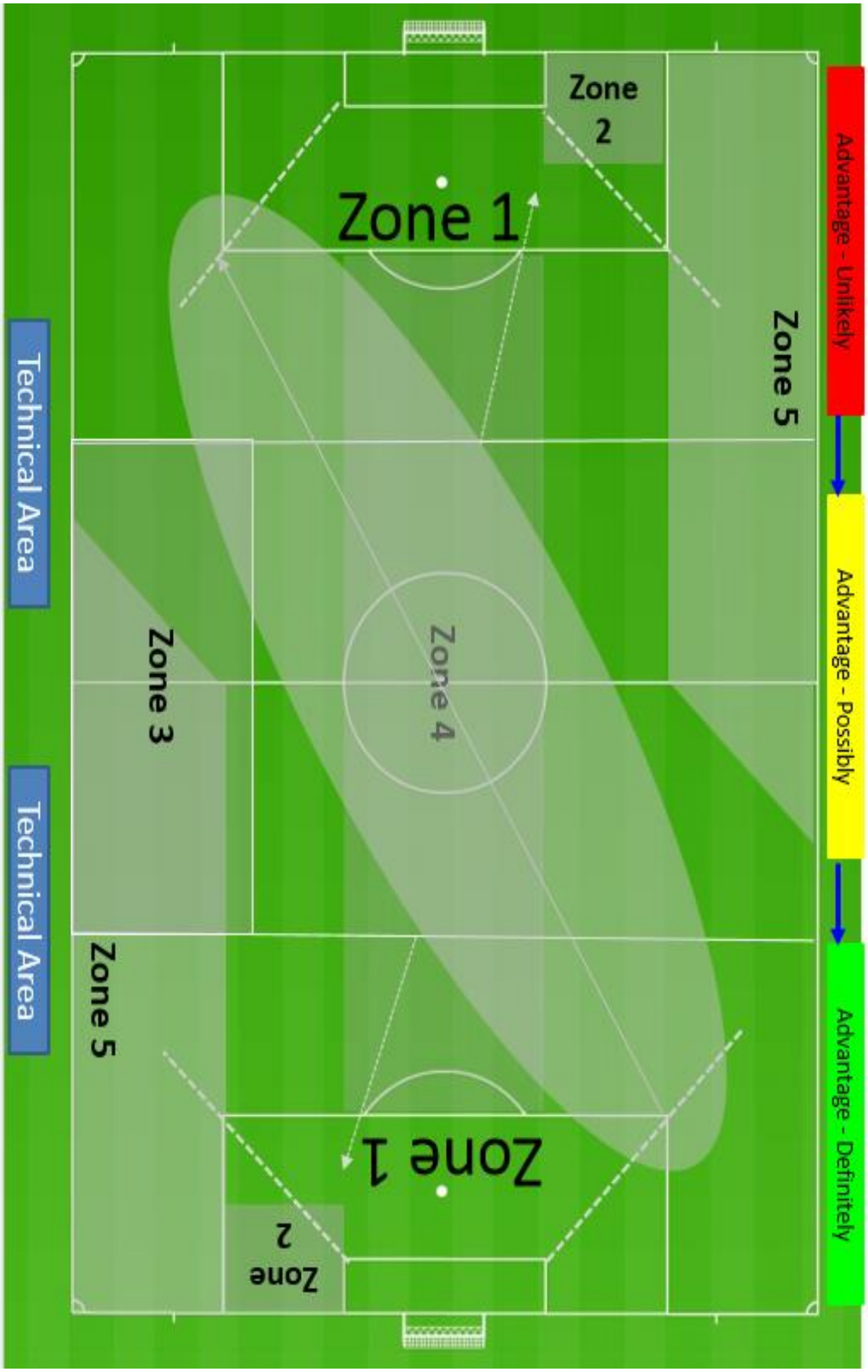
Zone 4 – The No Standing Zone
Referees should avoid standing in the middle zone. The likelihood of being hit by the ball or interfering with play is high.

Zone 5 – AR Zone of Responsibility
Assistant Referees should take responsibility within this zone for managing situations and providing referees with advice for free kicks

Advantage Zones
The referee allows play to continue when an offence has occurred if this benefits the non-offending team. Use the traffic lights system.

Wide Diagonal Running
The lead AR should be in the referee's field of vision so the referee should usually use a wide diagonal system.

DOGDO / SPA Zones
The referee should be aware of the considerations of SPA and DOGSO – DDPD (A)



Refereeing Football – 101

If the primary role of the referee is to **CONTROL** the game, **then** the referee needs to know how to **MANAGE PLAYERS**!

4 Areas	14 Dimensions	SELF RATING	Always	Generally	Sometimes	Seldom	Never
LOTG – Correct	Correct Interpretations	Do referees correctly apply all of the laws over the entire field, all of the time?					
	Consistent	Do referees deal with similar incidents in a similar way?					
	Technical Area	Do referees effectively control the technical area?					
	Advantage	Do referees apply advantage at the appropriate times?					
Positioning	Angle (45^0 to play)	Do referees run for an angle?					
	Control (Proximity)	Are referees close to play consistently? Close = 15 to 20 metres					
	Targets (WWG)	Do referees look for targets?					
Player Management	Communication	Do referees communicate with Players?					
	Chains of Agreement	Do referees build a strong chain of Agreement? (COURTEOUS)					
	Roadblocks	Do referees use a wide variety of Player Management techniques?					
	Player Management Strategies	Do referees I demand and enforce respect in my game?					
Situation Management	Teamwork with Assistant Referees	Do referees co-operated with the AR's					
	Wall management policy	Do referees I apply the Wall Management policy consistently?					
	Restarts of a game	Do referees make sure all restarts of Play are taken from the correct spot?					

FOOTBALL
VICTORIA

Football Victoria would like to acknowledge the work of Jim Ouliaris and the FV Referees Technical Committee for the valuable contribution they have made contributing to this publication.

Level 3, 436 St Kilda Road, Melbourne VIC 3004

Phone: 9474 1800
Email: referees@footballvictoria.com.au