



Athletics Ontario Officials Committee Report

November 2023

AOO Executive Committee Members

Brian Keaveney -Chair

Lisa Ferdinand -Vice Chair

John Gonos -Secretary

Phil Martin -Director of Seminars and Upgrading

René VanAndel -Treasurer

Kathryn Dertinger -Director of Availability

Alicia Friday -Director of Awards and Incentives

Peter Hocking -Past Chair

Summary

All members of the executive took responsibility for their roles as required by the Terms of Reference and they have submitted reports to the AGM which are placed on the AO website.

Issues

Mentoring in Ontario is still incomplete as we have 144 officials and insufficient mentors. Many senior officials will need to take on several officials. Out of province officials may also be called upon to mentor our officials.

New Officials Intake Process

During Covid, AC developed an e-Learning platform for interested individuals to learn about the basics of being an (athletics) official in Canada. Initially, the e-learning platform was accessible from the AC website and the Locker. Currently it is only offered on the AC website. Individuals across Canada, completing the 101 and/or 201 online course(s), are forwarded to the respective provincial branch for follow-up.

While participant information is being provided to branches, we do not seem to have a standardized clear process to track our engagement with these individuals, i.e., confirm their interest in officiating, then have a process to onboard them as novice officials. If they are not interested, we should be able track this information to see whether the AC e-learning platform is a useful tool for recruiting new officials in ON.

Officials Availability Challenges

- Between 20 - 30% of officials available for multi-day AO championship meets are not available for the whole weekend

- For some meets late registrations meant large increases in entries which put too much pressure on limited officials' resources
- Confusion around combining of some meets (e.g., NxtChamp / CE) caused confusion and frustration
- Technical information & schedules not posted far enough in advance on the AO website as required by AO policy

In the spring, work was begun on an intake process for how the AOO could engage individuals who had completed one or both online sessions. The limiting factor in the draft "Intake Process" is how and when we engage the individuals. As well, our follow-up and tracking will need to be addressed in the new year before we can utilize a proper "Intake Process".

Near-Term Plans

Community Services Recovery Fund

In January 2023, the AOO participated with AO in the application process for a government grant in support of Community Service Organizations. The grant was approved in July 2023 and provides for several large organizational projects, which include programming for Ontario Officials.

A new part-time staff member has been hired in the role of Officials & Volunteer Coordinator (Beth Kester) who will be working closely with us and responsible for driving part of the Officials' initiatives. The AOO has 2 officials (Lisa Ferdinand and A.J. Parl) who are working with AO Staff to finalize the initiatives and provide updates to the AOOEC on the group's progress. Part of the grant will be used to develop a recruitment and support program for new Officials and Volunteers. These funds are earmarked for officials training, a recruitment mentoring program, and an outreach program in northern Ontario. We will share more information on these initiatives in the new year.

The grant will also allow AO to invest in a refresh of the AO website. This will provide the AOOEC with the opportunity to tailor the Officials' area of the website to meet its needs. As well, it will allow the AOO to create specific pages for interested or new officials; making it easier for them to find relevant information to help them start their officiating journey.

AOO Executive Committee - Terms of Reference

The AO board had reviewed all its committees and councils Terms of Reference (ToR) in 2021 and developed a ToR template. In 2022, the AOO was asked to revise its Terms of Reference into a standardized template used by all AO committees. To achieve this, the 14-page AOOEC Terms of Reference required a detailed review and update. The previous Vice-Chair & Secretary (Lynn McFerrin and Barb Mero) were instrumental in simplifying the document last year, which was submitted to the AO Board for review and approval.

Competitions

Ontario hosted a large number of local, regional, and national competitions.

A few statistics:

Sanctioned events where our member officials worked

AOO has 145 Registered Officials who worked the following events:

Indoor Season 43 with 7 AO events

Outdoor Season 90 with 9 AO events

Cross Country 10 – with 1 Athletics Canada Championship, an Athletics Ontario Championship, and the Canadian Masters Championship

High level 20K Ontario Race Walk Champ in Ottawa with CMA 5 K Champ.

Canadian Track and Field Championships, NAIG, National Legion, World Police and Fire Games, North Central and Caribbean Masters, Canada Games (2022)

The Director of Availability is responsible for sending out requests for availability for AO CHAMPIONSHIP meets and assigning officials to roles with input from the Athletics Ontario Officials Executive Committee (AOOEC). While the AOOEC may forward requests and assist in finding officials for other meets (e.g., Legion, NxtChamp, OUA etc.), officials are to communicate directly with the meet director for other meets.

Indoor Season 2023 - (initial request sent out Dec 13, Reminder Jan 19th)

This season marked a return to full indoor meets. A Google form was sent to officials to indicate their availability for the indoor season.

AO Summer Championship Meets

● **Available officials** - There were 144 registered officials this season (2023). A total of 79 officials responded using the Officials Management app.

Roles

Officials Availability

New Officials Management app

- Goal of full use of the app for availability for summer 2023 was successful
- app was piloted in the indoor season with select officials
- accounts for all registered officials were activated throughout April
- all summer fixtures were loaded into the app for officials to provide availability by mid-April

Availability of registered officials

- Approximately 55% of registered officials responded to calls for availability for AO Championship meets
- Approximately 15% of registered officials responded as not available for any AO Championship meets

Clinics – Phil Martin Director of Upgrading did an excellent job of developing clinics.

AOO Introductory Clinics held since 2021 AGM

- 3 clinics presented virtually - Feb, Mar, Apr 2022. 27 participants total. Lynn McFerran, John Stevenson clinicians.

National Clinics held since 2021 AGM (Discipline Specific)

- Horizontal Jumps 4 (Tim Slocombe / Janet Slocombe)
- Walk Judge 4 (Peter Hocking)
- National Evaluator (Jane Edstrom / Jennifer Campbell)
- Provincial Evaluator (Jane Edstrom)

Provincial Clinics held since 2021 AGM (Discipline Specific)

- Walk Judge 3 (Stafford Whalen / Lily Whalen)

eLearning

- Officials 101 - 36 completions (ON)
- Officials 201 - 29 completions (ON)

eLearning is available and consistent for all provinces. eLearning is now a required component for level 1 and level 2 upgrading.

Mentorship Pairings

Officials' professional development is facilitated by ongoing mentorship from a suitably qualified, experienced official. Mentoring is discipline specific. An official must be recommended for an upgrading evaluation by their assigned mentor. Allocation of mentors is ongoing. Phase 1 has concentrated on development of level 2 officials by their mentors and has resulted in several successful level 3 upgradings. An absence of a mentor at level 3 and above will not prevent consideration for level 4 / 5 upgrading evaluations as we continue to adopt the mentoring structure.

18 mentorship pairings established for level 1 and level 2 officials

Support to Officials

The Chair provided free of charge WA and WMA Rule books and Membership Cards to all active officials along with a special card for Starters indicating on the back why they carry a starter's pistol and blanks.

The Chair dealt with interpersonal problems between officials so they would not escalate.

Gave out awards to 50 Year two recipients - Ian Anderson and John Roberts

Counselled new officials as well as volunteers to become members and to work on upgrading.

The Director of Awards and Incentives in her role of supporting officials provided the following: Athletics Ontario has graciously provided a free golf shirt to all Officials at Level 2 and above. Shirts were also made available for purchase to all registered, active Officials. Per the incentive scheme, a free shirt will continue to be issued to Officials when they upgrade to Level 2. She provided service awards to 10 officials reaching 10, 15, 20 years of service as well as name tags, and a jacket for upgraded officials.

Treasurer

ATHLETICS ONTARIO OFFICIALS COUNCIL (AOOC) FINAL REPORT April 01 2022 to March 31 2023

| Category | Details | Proposed | Actual | Difference |
|------------------------|----------------------------|-----------------|---------------|-------------------|
| Admin | Postage, print | \$900.00 | \$107.90 | \$792.10 |
| AGM | venue, food, exec. Travel | \$1,100.00 | \$1,569.30 | -\$469.30 |
| Exec Meetings | annual in person meeting | \$1,000.00 | \$0.00 | \$1,000.00 |
| NOC Meeting | travel & accommodation | \$1,500.00 | \$1,004.14 | \$495.86 |
| Clinics | | \$2,000.00 | \$0.00 | \$2,000.00 |
| Recognition/Incentives | name tags, shirts, jackets | \$2,550.00 | \$1,028.26 | \$1,521.74 |
| Mentor / Upgrades | travel & meals | \$5,500.00 | \$4,149.61 | \$1,350.39 |
| WA Rule Books | annually | \$1,500.00 | \$0.00 | \$1,500.00 |
| | Total | \$16,050.00 | \$7,859.21 | \$8,190.79 |

Communication and Meetings

Provincial Chairs and CEOs met at a Toronto airport hotel over a three-day period this spring. We worked together to convince NOC members to allow Provincial Officials groups to host Clinics in person and online up to level 4. This allowed all provinces to host clinics which out of province officials could attend as our Ontario officials did. The clinics were a great success, as Ontario through the work of Phil Martin hosted many clinics in track and field live and online. Congratulations!

The chair and a few officials attended the biweekly AO Town Halls on Wednesdays.

The chair set up and chaired monthly executive ZOOM meetings using AO software.

Several members of the executive provided content to the monthly Officially Speaking newsletter with a lot of support from AO staff.

The chair emailed all officials, using contact data from Trackie, with important news in a timely manner.

Trackie is important for communication with our officials. New software must be equally useful. The chair updated officials' addresses in Trackie, especially the emails. The chair encouraged officials who have incomplete Criminal Record Checks and the NCCP online course to get them completed.

Report Submitted November 03, 2023

Brian Keaveney

Athletics Officials Chair