

Welcome and Introductions: Kathleen Scandary

Teaching and Learning: Mentoring and Training

- Learning styles: Adult learners; we do have particular styles of learning that we fall back on; experience, knowledge, and skill level affect the process.
- Learning Style Survey was handed out
- Official vs Mentor
 - Good official qualities
 - Observant
 - Focused
 - Concerned
 - Stamina
 - Consistent
 - Swimmer focused
 - Reliable
 - Fair; impartial
 - Patient
 - Balance
 - Good eater who is not messy
 - Confidence
 - Team player
 - Flexible
 - Dispassionate?
 - High threshold for pain
 - Duty
 - Good morals
 - Stays calm
 - Good mentor
 - Patience
 - Good listener
 - Observant
 - Articulate
 - Empathetic
 - Knowledgeable
 - humble/not power hungry
 - Fair
 - Focused on others
 - Tactful
 - Good Communication skills
 - Confident

Mentors need both good mentoring and officiating skills. The balance is important. Also the pairing process is important.

Train the trainers ...

- Lead by example ...
- Include them in opportunities for learning
- Nudge outside comfort zone with support and action plan (formal vs informal development process)
- Servant leader.
- Be deliberate in planning how you will help them develop
- In public is also good;

Success and failure

- Communicating success: verbal and written feedback
- Apprentice logs;
- Immediate
- Reassignment to the position
- Failure: compassionate; tell the truth; explicit outcomes to work on ...
- Failure: be truthful
- Failure: never public ...
- Failure: see it as opportunity; offer steps forward;
- Failure: remind yourself that you were there before as well;
- Failure: first ask them how they think it went; situational awareness;
- Difficult conversations can make success out of failure.
 - Making success out of failure

Communication

- Active listening
- What is the concern?
- Find the positive
- State your expectations
- Ask for input/agreement
- Offer action plan
- Follow through

Mentors national evaluators program

N2 and N3ST evaluators are maintained by LSC

N3 evaluators by NOC

Review Criteria

Criteria is not changed for N2

Current N3 ST cert

Current N3 certification in position evaluating

Positive performance evaluation ...

Ultimately the evaluators applications will be judged by FINA Referees and Starters or NOC

Maintain

Officiated in some capacity at a national meet in the past 24 months (3 star or above)

Minimum of two teaching activities recorded in OTS in past 18 months

Minimum of two learning activities recorded in OTS in past 18 months

Active in LSC in past 12 months

NOC chair may appoint or remove any official from the N3 evaluator List

N3 Evaluator List will be updated quarterly.

What is learned from this sport?

Mentor the athlete representatives ...

What is best for the athletes? Responsible for creating an atmosphere for achieving a learning and their goals.

Create "fun" meets!!

Bridge between leaving the clinic and appearing on Deck.

- What do we want them to learn?
- How do we know they know?
- What do we do if they don't know?
 - Training log: so each mentor knows who was in the process...

End of the year survey for first year officials?

What are you doing to educate your officials?

After the clinic, what do you do next?

How do you honor their volunteerism? Do you provide incentives? what is the mechanism for them to advance in their skills and experience?

Different colors of name badges for years of service ...

Do you invite people to advance? Must be active ...

Can you develop a training program beyond the basic clinic? Help people move along ... appreciation is appreciated by most!

Best practices for Open Water Officials: numbering

Ask permission to place numbers arms, back, and hands

Same gender for process

Work in pairs (1 watching while other works)

Have a parent or coach present for minors

Climbing the ladder: LSCs role in Advancement

- Average age of officials is 49.5 years of age
- Average age for N3 evaluators is 64.5.
- Average age of LSC officials chairs is 55.
- Train teach lead our replacements!

Advancement in position, LSC, National ...

How do you avoid “ivory tower” or “old boys network” in decision-making?

Be open to evolution in the process of selecting leadership.

Policies and Procedures: Clinics, testing, apprenticeship, time in position

LSC Championship Meets: Selection process of lead officials; selection of officials

National Certifications/OQM process

N3 process for CJ, Starter and DR is two step: they are still N2 until they are evaluated for the second time.

Pro Swim, Juniors, or Nationals meet every two years ...

Activities: Clinics, Deck Mentoring, Briefings, Reporting, OQM Prep...

Celebrate achievements of fellow officials ... when they have achieved new certs;

LSC championships that are time finals can be an exception to the prelim/finals rule.

Succession planning

Why? Continuity; to make progress; move forward; protect the athletes;

Change: Danger and hidden opportunity are the two Kanji ... but actually Ji in Wei Ji (crisis) is not danger, but (time) as in incipient moment ...

Move from denial ---> Resistance ----> Exploration ----> Commitment in the process of accepting change.

Listen to each other; bring people on board ...

The Cultural Shift: Balance between self and the organization

Learn and practice ----->subject matter experts -----> Mentor and Train -----> Supportive Transition (be present to newbie) focus on the new person -----> New Opportunity -----> Learn and practice ----> etc.

Bring the process to the LSC so it can be adaptive and prepared for the next generation.

Each position: Officials Chair; Championship Referee; New ST; Seasoned AO; Committee members

When a meet becomes Dave’s meet, it is time to find a successor

Roadblocks:

Resistance; time; people willing to do it; lack of intentionality; fear of change; pride; inertia; ownership; protect your turf;

Solutions: resistance;

Who is resisting?

Time: time limits: plan and process;

Lack of intent (apathy); term limits; incentives; division of power; staggered terms; transparency of duties;

Prepare candidates

Pride: create term limits; create new opportunities for people to move; create a task force for developing succession;

Fear: give people our vision; how we are going to do it

Identify where you need succession plans ...

Develop and implement those plans

Communicate: transparent; embrace the process

Education: implement succession planning cycle

Culture: everyone's responsibility at the LSC

Dinner at the Wine Loft ...