

CHIEF JUDGE SATISFACTORY PERFORMANCE METRICS:

Training path for new Chief Judges:

- LSC course: "Chief Judge Clinic" provided by San Diego Imperial Swimming
- Evaluations to Certify: 1 Certifier (required) + 1 Certifier (recommended) + 1 self (recommended)
- Certifier Qualifications: N3 CJ -or- Experienced LSC Referee who is CJ

*An experienced Referee is one formerly held an MR certification or has been an LSC DR for at least 2 years and 24 sessions



	Description	NEEDS IMPROVEMENT (1)	MEETS CRITERIA (2) <i>Must receive at least a 2 for each criteria to pass</i>	EXCEEDS CRITERIA (3)
1	On Time	Is late, absent or inattentive for pre-session briefings.	Reports on time to pre-session briefings.	Reports on time to pre-session briefings, is prepared to give briefings when asked, and has or can readily locate materials required as a Chief Judge (pen, clipboard, paperwork).
2	Attire	Is not appropriately attired when officiating.	Is generally appropriately attired when officiating.	Is neatly and professionally attired when officiating.
3	Briefings	Does not understand the content of typical pre-session briefings (including stroke, protocol and jurisdiction) or is unable to deliver coherent briefings.	Can provide coherent pre-session briefings (including stroke, protocol and jurisdiction) with minimal guidance.	Can develop appropriate briefing material for self or others, with input from the Meet Referee or team leads, and can deliver clear, concise and professional pre-session briefings.
4	Assignments	Cannot make or communicate appropriate deck assignments.	Can make and communicate functional deck assignments, but may not always account for appropriate relief, training, variety or comfort.	Makes appropriate and efficient deck assignments, balancing the needs of the meet with the needs of the officials, and communicates them clearly and concisely.
5	Pre-Session Duties	Is unaware or unsure of the various possible pre-session CJ duties including supplies/paperwork preparation, deck setup, and radio management/checks.	Understands the various possible pre-session CJ duties including supplies/paperwork preparation, deck setup, and radio management/checks. Demonstrates some of the duties with minimal guidance.	Demonstrates the various possible pre-session CJ duties including supplies/paperwork preparation, deck setup, and radio management/checks. Works with other team members to assure all duties are complete.
6	Protocol	Is unfamiliar with typical stroke and turn judging protocol or fails to select an appropriate location to observe the judges.	Understands typical stroke and turn judging protocol and usually selects an appropriate position for observing the judges in his/her jurisdiction.	Demonstrates correct CJ positioning and protocol for observing turn judges, stroke judges, and relay take-off. Mentors officials in his/her area on following correct protocol.
7	Deck Coordination	Does not monitor the needs or performance of the stroke and turn officials in his/her area.	Ensures all officials are in position at the start of the session and after transitions or breaks, including for RTO assignments.	Ensures all officials are in position at the start of the session and after transitions or breaks. Attends to the care, comfort, and morale of the officiating team, including proactively coordinating relief, refreshment, or other accommodations as appropriate.
8	Stroke Rules	Does not understand all or some of the rules and interpretations for butterfly, backstroke, breaststroke, freestyle, medleys and relays.	Understands all of the rules and interpretations for the start, stroke, kick, turn, and finish for butterfly, backstroke, breaststroke, freestyle, medleys and relays.	Applies all of the rules and interpretations for the start, stroke, kick, turn, and finish for butterfly, backstroke, breaststroke, freestyle, medleys and relays and is able to provide explanations and mentoring to stroke and turn judges.
9	DQ Process	Does not understand the CJ's role in the DQ vetting and notification process, and/or does not understand appropriate shared deck coverage with other CJs.	Understands the CJ's role in the DQ vetting and notification process, including interaction with judges, referees and admin officials.	Demonstrates the CJ's role in the DQ vetting and notification process, including interaction with judges, referees and admin officials. Works efficiently with other CJs to cover the deck and manage the workload.

Continued on back

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10	DQ Judgement	Does not understand or is uncomfortable fulfilling the CJ's role in recommending or not-recommending acceptance of possible DQs.	Understands the CJ's role in recommending acceptance of possible DQs, but may sometimes exhibit reluctance or awkwardness.	Demonstrates appropriate judgement and communication when exercising the CJ's role in recommending acceptance of possible DQs. Uses any rejected infractions as a positive learning opportunity for the officials involved.
11	DQ Paperwork	Does not complete DQ slips accurately or in a timely manner.	Completes DQ slips accurately.	Completes DQ slips accurately and efficiently, getting paperwork routed in a timely fashion.
12	Radio	Is uncomfortable using a radio or is unable to describe infractions using USAS rule book language.	Can process typical DQs over the radio and uses USAS rule book language with some guidance.	Demonstrates correct radio protocol in a variety of situations and consistently uses USAS rule book language.
13	Mentoring	Is unable or unwilling to provide mentoring to Stroke and Turn officials.	Provides basic mentoring to judges, calmly and respectfully.	Mentors judges, calmly and respectfully, and promotes an atmosphere of continuous learning without micromanagement.
14	Demeanor	Acts unfriendly, disrespectful or unprofessional toward swimmers, coaches, officials, volunteers, spectators, or staff.	Is cordial when interacting with swimmers, coaches, volunteers, spectators, and staff. Works cooperatively with other deck officials.	Acts diplomatically, professionally, and respectfully when interacting with swimmers, coaches, volunteers, spectators, and staff. Develops a positive rapport. Works cooperatively with other deck officials and fosters a team spirit.
15	USAS Guidance	Is generally unfamiliar with performance criteria outlined in the USAS Chief Judge Professional Document. Is unfamiliar with USAS Safe Sport and MAAPP rules.	Is aware of the performance criteria outlined in the USAS Chief Judge Professional Document and the USAS Safe Sport and MAAPP rules.	Understands the performance criteria outlined in the USAS Chief Judge Professional Document and the USAS Safe Sport and MAAPP rules.