



HOCKEY MANITOBA MENTORSHIP FORM REFEREE STANDARDS

SKILL	NEEDS IMPROVEMENT	MEETS STANDARD	EXCEEDS STANDARD
Fair Play Procedure	Official does not shake hands with coaches prior to start of game.	Official quickly shakes hands with coaches prior to the start of the game.	Shakes hands with coaches prior to the start of the game in order to building a relationship.
Appearance & Presence	Equipment in poor condition. Crests not worn or are worn improperly. Wears team apparel, ball cap, tattered clothes.	Equipment in good condition. Crests are appropriately worn. Neatly dressed off ice.	Equipment in very good condition. Looks professional and carries themselves professionally.
Skating Ability	Forwards: struggles – needs more hustle Backwards: struggles – needs more hustle Turns/Pivots: need to be tighter/smoother Stops: experiences difficulty, not smooth	Skates forward and backwards comfortably. Turns and pivots smoothly well. Stops on both edges and accelerates well.	Skates forward and backward effortlessly. Turns/Pivots tightly and smoothly. Stops and starts are smooth and acceleration is strong.
Positioning End Zone	No/improper use of the piston system. Interferes with the play. Improper positioning after the whistle.	Properly uses piston system majority of the time. Uses the pump and pivot to avoid interfering with the play. Proper positioning after the whistle.	Proper end zone positioning. Makes adjustments in the end zone to see play and or puck at all times and avoid interfering with play. Anticipates activities after whistle.
Positioning & Pursuit of Play	Lacks anticipation. Frequently gets caught in the play. Falls behind play, needs more hustle.	Good anticipation. Rarely caught in the play. Hustles to stay with the play.	Excellent anticipation. Doesn't get caught in the play. Good hustle.
Signals	Sloppy, lazy, too quick. Incorrect HC signal used at times. Does not signal at the appropriate times.	Uses HC signals consistently and properly. Could be crisper. Slow down signals so attention is focused.	Uses HC signals consistently and properly. Signals are crisp. Waits for attention to be focused.
Line Change Procedure	Procedure not implemented – teams not given 5 seconds each at <i>all</i> stoppages, home team unable to change last. Procedure not visible to both benches.	Follows HC procedures at every stoppage – both teams given 5 seconds, home team able to make last change. Visible by both benches.	Follows HC procedures at every stoppage. Makes eye contact and uses verbal communication with both benches and coaches.
Application of Rules	Rules applied incorrectly. Rule knowledge not in line with level of hockey officiated.	All rules applied correctly. Has rule knowledge to work at current level.	Has rule knowledge that exceeds the level of hockey being worked.
Penalty Call Procedure	HC procedure is used inconsistently. Uses gestures or verbal communications in a disrespectful manner. Doesn't keep all players in view. Does not signal twice.	Uses HC procedure consistently. Avoids the penalized player on the way to box. Keeps players in view. Signals the penalty twice.	Uses HC procedure swiftly, consistently and properly. Avoids penalized player on way to the box. Keeps players in view.
Game Management	Lacks control in critical situations. Does not establish authority. Does not use body presence or verbal communication to defuse a situation.	Officiates with some control. Understands principles of game management. Shows some authority. Sometimes uses presence or voice to defuse situations.	In control of the game at all times. Handles disputes quickly and with authority. Is proactive and defuses situations quickly using presence and voice.

Mentorship Form: Referee

SKILL	NEEDS IMPROVEMENT	MEETS STANDARD	EXCEEDS STANDARD
Judgment	No standard. Penalty calls are inconsistent. Under-calls or over-calls the game. Does not make impact calls (CFB, head contact, slew foot, etc.).	Established reasonable game standard. Penalty calls are consistent. Makes impact calls. Uses verbal communication when appropriate.	Established and maintained a good standard by making impact calls and using verbal warnings and communication when necessary.
Altercations and Fights	Focuses solely on the players involved in the altercation. Witnesses events, but does not use voice to move other players away or stop the altercation.	Keeps all players in view. Uses voice to communicate with players involved.	Keeps all players in view. Uses voice to proactively move players from the altercation and take control of the situation.
Reaction to Pressure	Flusters easily. Looks confused. Doesn't seem confident. Seems tentative throughout the game.	Reacts reasonably well to pressure. Displays some confidence. Makes the "big calls".	Reacts very well to pressure; stays cool. Appears confident and in control. Makes the "big calls".
Communication	Won't talk or talks too long with Cs, As, and other players. Goes to bench too often or not when required. Communication is non-existent or confrontational.	Proper use of and communication with Cs, As, and other players. Conversations to not delay the game unnecessarily. Not confrontational.	Communicates effectively in all respects and maintains game flow. Not confrontational. Communicates at appropriate time.
Teamwork & Awareness	Shows no/little aspects of teamwork. Does not communicate with linesmen to maintain game flow. Wants to be the centre of attention.	Shows good aspects of teamwork. Good anticipation of play. Communicates with linesmen to maintain game flow. Not arrogant/does not try to be the centre of attention.	Shows great aspects of teamwork and is aware of where their fellow officials are and what they are doing at all times, leading to excellent game flow.
Attitude On/Off Ice	Talks back to players, coaches, and fans. Confrontational attitude. Not interested in the game. Speaks negatively in the dressing room.	Shows respect for players, coaches, and fans. Accepts supervision. Concentrates on and is into the game.	Excellent attitude on/off ice. Always respectful to all involved. Eager to learn and improve. Complete concentration on game.