

Referee Development

2005-2006

SDRV, August 2004



SDRV - Schiedsrichtervereinigung im DRV

Introduction

The speed of development for international rugby affects all parts of the game and all countries playing the game. Refereeing is to be considered a major factor in developing the game and unions are asked to review their strategic referee development in even shorter periods of time. Therefore, this issue is a particular talking point at the IRB-FIRA/AER meetings and of special focus for rugby development.

By the same means individual unions in the FIRA/AER, given their size and resources, are in most cases not able to fulfil this task in the quality needed. The German Rugby Union found a solution to challenge this situation by giving the referees their own independent body (SDRV - Schiedsrichtervereinigung im Deutschen Rugby-Verband – Referees-Association within the German Rugby Union).

Structure

The aim of the organising Structure is to create a balance between active (referees) and passive (administrators) persons. Therefore, the association consists of the 10 referee chairmen of the district unions, the 3 FIRA-AER-referees, 9 active A-referees and the 3 board members of the SDRV.

Education and development of Referees

Every Season, under the organization of the SDRV, there are four central conferences for referees. The goal for these conferences is the education of the existing referees. Special attention is given towards the yearly federal conference, a forum that is open to every interested referee. The forum gives wide space to exchange of ideas and discussion of laws, administration, etc.

In addition, every district union holds a minimum of one local conference a year to educate beginners and train referees on the D- and C-level.

Both the SDRV and the district Unions are strictly advised by the DRV to use official training material based on FIRA-AER and IRB-publications. On that basis, the SDRV has produced its own D-level program in German language and has translated the IRB-Level 1-course for C- and B-level training.

One SDRV-Member is a qualified IRB-Regional-Trainer.

Appointment of Referees

Referee appointments are an integral part of the work of the SDRV. The SDRV appoints all 1.Division matches and all representative matches in Germany (Men and women).

The SDRV selects or proposes also Referees and Touch-Judges for FIRA-AER matches. These selections are made by the SDRV-Board only.

Coaching and Assessment

Coaching and Assessing referees is a major development process. The SDRV qualifies and appoints assessors for all levels of the game within Germany.

Cooperation within FIRA-AER

The north-european FIRA-AER-cooperation for referee exchanges between Sweden, Denmark, Netherlands, Belgium, Swiss, Austria, Czech and Germany is a cornerstone of our development process. The SDRV represents the DRV on all matters regarding referee-exchanges.

This combined effort of interested unions seems to be an appropriate solution to many development questions. Therefore, the DRV suggested and started a series of strategic workshops on referee development between a number of interested unions.

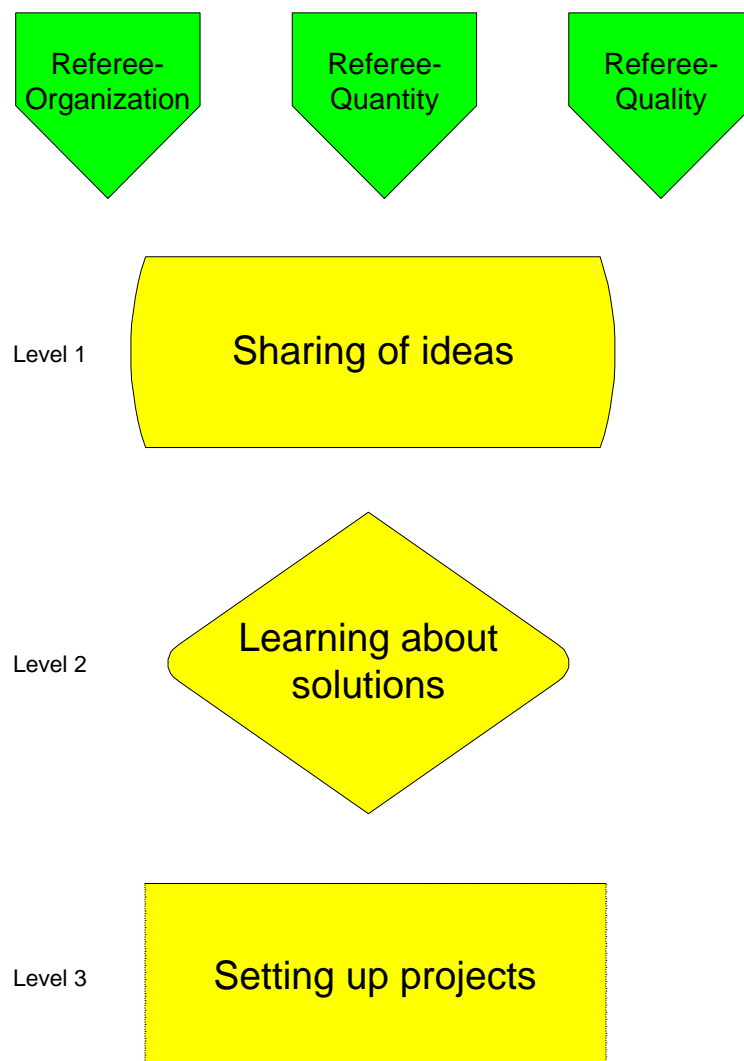
The resulting share of ideas and programs will help each participating union to develop further and shall lead to even more contacts between the unions in the future.

For any success in developing refereeing, active functions (referees) and passive (assessors, administrators) functions should not be separated.

Goal-setting for development

The goal-setting for development is aiming for three different levels in regard to the areas **organization** of referees, **quantity** of referees (towards recruitment) and **quality** of referees (towards assesment and exchange):

The three levels (to share the ideas, to know about the existing solutions and the set-up of new projects) were also seen as a platform for further work in the respective areas:



The improvement of the game is the key factor in the development process. Considering the impact of all parties involved, two specific questions may be asked with regard to the situation in our countries:

What is the referees contribution to the game-development ?

How does the playing level impacts the referee-development?

Three different topics can be identified. There are is a need to find different solutions for each of them:

Recruitment of referees

Retainment of referees

Development of referees

It is a consent, that a positive development can only be achieved together with the development of rugby in north-west-europe as a whole.

Therefore, it is necessary to combine the work in the field of game development and in the field of referee development.

The combination of ideas from referees and coaches, as on the highest level experienced for the "Stage Experts", will lead to a higher level of understanding.

Development of QUANTITY and ORGANIZATION

It is important to have an insight about the work of the different local referee-societies and the associated benefits and problems:

Recruitment of new referees
How to activate members ?
The role of the referee society

Giving practical everyday-problems, the situation can be used to make clear what problems we are facing in terms organisation and responsibility:

Organisation of games
Commitment of referees
Who is responsible ?

Development of QUALITY

Methods for development of different target groups are a key factor and they have to be outlined in a structured form:

Target groups
Goals
Material

Once the SDRV creates the set-up for the referees to develop, the referee is responsible to find his/her own solutions regarding the input he/she is willing to give.

Special attention is drawn to the goalsetting process for referees:

For continuous development it is essential to set personal goals. These objectives **must** be

- specific
 - measurable
 - active suggestable
 - realistic
 - time-phased
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- **Specific** means a concrete objective i.e. "FIRA-AER-Level" and not "very good referee".
 - It must be **measurable** that it could be verified. To get not less than 90% in all the upcoming assessments is a measurable goal (may be it is not realistic...).
 - The referee must be able to suggest the target **actively**. It makes no sense if the process to achieve the target is driven by external parties.
 - The objective must be **realistic**. The goal "to referee the next WC Final" as a local B-grade referee is not realistic.
 - To set a **deadline** is essential. At this date the process must be reviewed, latest. The better procedure is to set (realistic) milestones to control the process and eventually change the objective and/or the deadline

The objectives should be written down. This makes it easier to control and review the process.

It is also necessary to pay attention to the general conditions like business and/or political environment.

It is helpful to set goals in different time frames. These frames can be

- long term (4- 5 years)
- medium term (1 – 2 years)
- short term (6 months – 1 year)

How to get a personalized process ?

We all know that refereeing and the development of refereeing is influenced by several factors:

- Knowledge of the Laws of Rugby
- Law application
- Physical fitness
- Mental fitness
- Communication skills
- Experience
- Motivation

Every personal goal is affected by these factors. It is also affected by the personal situation (family) and - especially if you are not a professional referee – job related.

It does not matter how the personal environment is – the best way to achieve one's aim is to go step by step to the own milestones.

- Are you ambitious ?
- Which level do you want to get ?
- Do you know about your requirements for your targets ?

To get an answer to these simple looking questions is not that easy.

As a first step it could be helpful to define some targets (or dreams) and from there to think about the personal environment and the possibilities to achieve the aims.

In a second step the referee should use the systematic described above to define his own goals in the different time frames.

To start with the long-term and then break it down to short-term goals would be a good advice.

Such a goal could be:

- “I want to be A-referee within two years”
- „I want to be established in the first division in 3 years“
- „I want to be on the FIRA-AER-exchange in 4 years“
- „I want to be an international TJ in 4 years“
- „I want to be an international Referee in 5 years“

If the goal is fixed it is important to know how to achieve it. To get into the top ten of the German referees it is important to stabilize the own position in the district. The medium-term goals must be a direct or indirect part of the long-term goal:

- “I want to be the best B-referee in my district this year”
- “I want to come into the focus of the SDRV by refereeing games in the youth- or district-championships”

The way to the mid-term goals are the short-term goals:

- “I will increase my fitness until the annual meeting”
- “I will join in all referee meetings in my county”
- “I will improve my knowledge of the laws”
- “In the next game I will especially watch my running lines”

Every short-term goal looks easy to achieve. They are the key factors in the whole process. Probably the candidate needs up to 30 short-term goals to get one of the mid-term goals. No one is able to remember all goals and therefore it is necessary to write them down. As described above it will be necessary to control the status every three months and to make a review.

Exchanges of referees

This is a key factor for quality development:

- What we did in the past ?
- Positive and negative findings ?
- How we can improve ?

The process is discussed and in action with the following countries:

Netherlands, Belgium, Sweden, Denmark, Czech, Switzerland, Canada, Scotland

Current data

SDRV-Board:

Klaus Blank	Chairman
Werner Cromm	Treasurer
Bernd Gabbei	Secretary

Chairmen of the counties

<i>Baden-Württemberg</i>	Thomas Lucas
<i>Bayern</i>	Fergus Tuite
<i>Berlin</i>	Wilfried Brecht
<i>Brandenburg</i>	Heiko Schröder
<i>Hamburg</i>	Paul F. Beuermann
<i>Hessen</i>	Ralph Zöllner
<i>Rheinland-Pfalz</i>	Uwe Jeismann
<i>Niedersachsen</i>	Stefan Wucherpfennig
<i>Nordrhein-Westfalen</i>	Mike Hoyer
<i>Sachsen</i>	Andreas Kuntze

Info

All information about the SDRV and the laws of the game to be found on our website:

www.drereferees.de

Data and Facts 2004

Referees

FIRA-AER-Level **3:**
Mr. Bernd Gabbei
Mr. Stefan Wucherpfennig
Mrs. Kerstin Ljungdahl

A-license **9:**
Mr. Klaus Blank
Mr. Werner Cromm
Mr. Frank Frederking
Mr. Guido Haake
Mr. David Kirkham
Mr. Thomas Lucas
Mr. Jens Reinecke
Mr. Jean-Marc Thomas
Mr. Ralf Tietge

B1-license **18**
B2-license **19**
C-license **63**
D-license **11**

Summary: 133 referees

Assessors and Coaches

Federal **2** Regional/local **6**

Ranking of the elite referees

Men XV	Men 7s	Womens XV and 7s
1. Bernd Gabbei	1. Bernd Gabbei	1. Kerstin Ljungdahl
2. Stefan Wucherpfennig	2. Jens Reinecke	2. Andy Kimmel
3. Thomas Lucas	3. Stefan Wucherpfennig	
4. Jens Reinecke	4. Thomas Lucas	

Targets and target process**Quality - Elite Referees**

Name	Standing	Target	Action 2004/2005	Review August 2005
Andy Kimmel	Womens B2-referee	B1-referee by January 2006	Womens National division games	
Andreas Kuntze	B1-referee	A-referee by January 2007	Liga-Cup- Final	
Thomas Lucas	A-referee	FIRA-AER-referee by summer 2005 for age-grade or Coupe de Regions	International exchanges, TJ for RWCQ	
Jens Reinecke	A-referee	FIRA-AER-referee by summer 2005 for age-grade or Coupe de Regions	International exchanges, TJ for RWCQ	
Kerstin Ljungdahl	FIRA-AER- referee	FIRA-AER womens-tourney 2005 and WomensRWC 2006	International exchanges, TJ for RWCQ	
Stefan Wucher- pfennig	FIRA-AER- referee	1 RWCQ-match in 2004/2005	International exchanges	
Bernd Gabbei	FIRA-AER- referee	1 RWCQ-match and 1 Nations Cup match in 2004/2005	International exchanges	

Organization and Quantity - Assessors

Name	Standing	Target	Action 2004/2005	Review August 2005
Klaus Blank	Federal	FIRA-AER-Level	FIRA-AER Délégués – Meeting Exchanges	
Werner Cromm	Regional	Federal	1 st Division games	

Organization and Quantity - Administrative

Topic	Target	Action 2004/2005	Responsible	Review August 2005
Assessment and Coaching	Creating a Handbook for Coaches/Assessors in German language by summer 2005	Combination of FIRA-AER and IRB material	K. Blank	
Financial	Compensation for reduced funds by SAS Germany by spring 2005	New / additional sponsor	W. Cromm	
Education	Review of the seminar-teaching material of the SDRV	Creating a new CD-Rom by January 2005	B. Gabbei	
Education	Increase the levels of the B-referees	Organize a referee conference in January 2005	K. Blank	
Education	Prepare referees for the World Games 2005	Organize a special seminar before summer 2005	B. Gabbei	

Klaus Blank / Bernd Gabbei