



Peninsula Sports Officials Association (PSOA)
www.psoabayarea.org

2016 PSOA Umpire Evaluation/Ranking Program

Objective: to create a standard for our associations' umpires in order to afford our membership the resources (guidance and continual feedback) needed to do their best and so that our service is consistent to our clients.

Expectations: That members maintain a continual level of consistent competency, acceptable evaluations, no negative feedback of any kind from clients (including coaches & players), and a sustained ranking above 60.

Process:

- Each active umpire will be evaluated a minimum of twice annually commensurate with their experience.
- All evaluators will be trained annually by the Education Director. Evaluators will be Board Members, Assignors or any other active member approved by the Board. A list of current Evaluators will be maintained by the board.
- Board members are expected to perform at least 20 evaluations per season. All evaluators may request \$ 5.00 per evaluation completed. (including evaluation report)
- All evaluations will be sent to the Education Director within 7 days for assessment and tracking. A letter will be sent to the umpire by the Education Director with the evaluation score and any pertinent comments or guidance. A copy of the original evaluation form may be sent to the umpire upon request. The Education Director will coordinate this program and advise the Board on related matters.
- A member may request an evaluation at any time by contacting the Education Director.
- Based upon evaluations, client comments, etc. umpires will be ranked twice annually by the Board. At June and December Meetings
- Rankings will be given to all active members between 1-100 (1 lowest) and only used for assigning purposes, membership acceptance each year, and nationals recommendations.
- Umpires ranked below 60 will be reevaluated and required to attend a retraining clinics. Failure to attend requested clinics and/or trainings will result in fines as per by-law 7 (missing a clinic).
- Lower ranked umpires may be assigned a mentor. Mentors will be assigned by the Education Director.
- Re-evaluation for these umpires may continue.

Performance:

Any member that continually ranks below 60 and has had mentoring and re-training may be asked to leave the Association at the discretion of the Board.