

Assessment and Development Procedures

Director of Assessment: Rick Blackburn

Referee Grading System and Progression

Referees will be evaluated by the Placement Committee during the summer/early fall prior to each academic school year. Each referee will be given a grade based on their experience, assessment feedback, and completion of other relevant criteria (i.e. fitness tests, chapter standing). For information regarding disagreement with committee decisions, see “Placement by Committee” section below. The grades are as follows:

5 - Assignments limited to ARs and middle school games.

4 - Assignments typically limited to high school ARs, middle school games, and duals (typically JV).

3 - Assignments include those given to 4s and 5s, but are additionally able to receive Referee assignments in 3-man system and higher-level duals. Also may receive higher-level ARs.

2 - Assignments include those given to previous grades as well as Referee assignments to higher-level varsity matches. Typically able to receive Referee assignments to any girls’ match in the chapter area. Referees that have obtained the Regional certification from USSF are automatically placed at TASO Grade 2.

1 - All assignments, up to and including the highest level boys’ and girls’ matches in the chapter area. There are two methods of receiving higher grades. As part of their maintenance of Grade 1, the official must perform at least two assessments for those officials at Grade 3. Referees that have obtained the National certification from USSF are automatically placed at TASO Grade 1.

Referee Upgrades

There are two methods of receiving higher grades: Placement by Committee and Assessment Progression.

Placement by Committee

Upon review of a referee’s experience (TASO, USSF, or NCAA), previous grades, or other relevant factors, the placement committee may determine that a referee meets the criteria for a certain grade regardless of their experience with the chapter. The committee may consider factors such as years of USSF or NCAA experience, passed fitness assessments through other organizations (STSR or NISOA), participation in high-level tournaments, and feedback from assessors or referees at a higher grade level. All committee decisions must be unanimous. Any non-unanimous decisions indicate need for further assessment.

Protests of Placement Committee Decisions

If an official disagrees with the placement committee’s decision regarding his/her annual placement or upgrade request, the member must communicate his/her disagreement to the Director of Assessment.

The official may present additional documentation to support his/her points. Based on any new information, the Placement Committee may decide to accept the official's documentation and issue a corrected grade, or may request that the official receive additional assessment. If additional assessment is required, the official is responsible for the cost (\$50) of that assessment.

Assessment Progression

A first year referee will be automatically assigned a grade of 5. They will automatically be upgraded to a level 4 after completion of their first year. To obtain a grade of a 3, the Grade 4 must request and pass an assessment conducted by an assessor or Grade 1 referee (in person or virtual via game film). A passed fitness test must also be completed prior to upgrade. To obtain a grade of 2, the referee must request and pass an assessment by an assessor as well as pass the fitness assessment. To obtain a grade of 1, the grade 2 referee must request and pass an assessment conducted by an assessor as well as pass the fitness assessment.

Assessment Procedures

Assessors may be USSF or NISOA certified assessors, or other experienced persons approved by the Board to assess Member performance. The Director of Training and Assessment will attempt to have members recommended for assessment (including new members) assessed during scrimmages and pre-season games. To request an assessment outside of Placement Committee decisions, a request must be made in writing to the Director of Assessment. Based on scheduling and time limitations, a request for assessment may not be able to be accommodated, but every attempt will be made to have assessments scheduled in a timely manner. Members may not request specific assessors, but must make clear any conflicts of interest between themselves and any potential assessors. After conclusion of the assessed match, the assessor will review the crew's performance with the crew and provide the Board, Placement Committee, and crew with a written report. Assessors will be paid \$65 per match. TASO-SSA will pay for assessments for members at Grades 3 and 1. Members at Grades 2 and 4 will be responsible for the cost of their own assessments (\$50 fee per assessment). Individuals requesting a subsequent assessment/s due to protest or failed assessment are responsible for the cost of the subsequent assessment/s. All officials at Grade 3, 2, and 1 will be required to pass annual maintenance assessments, though a passed assessment for USSF or NCAA will also serve to meet this requirement.

Protests of Assessment

If an official disagrees with the assessor's impression of the assessed match in any area, the member must communicate his/her disagreement to the Director of Assessment. The official may present additional documentation or evidence to support his/her points. Based on any new information, the Placement Committee may decide to accept the official's documentation and issue a corrected assessment, or may request that the official receive an additional assessment. If additional assessment is required, the official is responsible for the cost of that assessment. All protest decisions will be communicated to the Member within two weeks.

Fitness Requirements

All officials at Grades 1-3 must annually pass a fitness evaluation. This evaluation is set by TASO state. For the 2020-2021 season, TASO state has determined that the NISOA test will be used as the fitness

test used by TASO-SSA. The test requirements can be found in Appendix A. Members who have provided proof of a passed fitness test administered by USSF or NISOA in the previous year are exempt from taking the TASO test. Fitness tests will be facilitated by TASO-SSA twice annually (August and December).