

NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PATHWAY

2017 EDITION



CONTENTS

INTRODUCTION	05
What does it take to be the best?	06
All Australia umpire success profile	07
Netball Australia umpire trademark	08
National Netball competitions - umpiring statement of purpose	09
Netball Australia High Performance Umpire Pathway	10
Netball Australia High Performance Umpire Programs	11
EMERGING TALENT UMPIRE PROGRAM	12
How are umpires identified and selected?	13
Emerging Talent Umpire Program selection criteria	14
What national competition/event opportunities are available?	14
Who is responsible for coaching?	14
EMERGING TALENT UMPIRE SUPPORT	15
- Role of the Member Organisation Umpire Coach	16
- Role of Nationally Appointed Umpire Coach	16
- Role of Netball Australia	16
- Role of Member Organisation	16
- How are umpires supported 'off-court'?	17
- What is the commitment required by the umpire?	17
- How long does the program run for?	17
- What happens at the conclusion of the Emerging Umpire Program?	17

HIGH PERFORMANCE UMPIRE PROGRAM

19

Who is eligible and how are umpires identified and selected?

20

What national competition/event opportunities are available?

20

Who is responsible for coaching?

20

HIGH PERFORMANCE UMPIRE SUPPORT

21

- Role of Nationally Appointed Umpire Coach

22

- Role of Netball Australia

22

- Role of Member Organisation

22

- How are umpires supported 'off-court'?

23

- What is the commitment required by the umpire?

23

- How long does the program run for?

23

APPENDIX A - HIGH PERFORMANCE UMPIRE SUCCESS PROFILE

29

INTRODUCTION



INTRODUCTION

Netball Australia is committed to supporting high performance umpires in their development by providing opportunities to increase their knowledge; gain experience; develop and extend their personal attributes and competencies. Through access to the appropriate competitions, training and support at the right stage of the pathway, high performance umpires are encouraged to participate and strive for excellence.

The Netball Australia High Performance Umpire Pathway Framework compliments the National Umpire Development Framework (NUDF) and is aligned to the national athlete pathway. It is a staged approach to an umpire's development and ensures the standard of netball the umpire is officiating is matched by the umpire's competencies. Furthermore, it outlines the programs and support services along with policies and procedures that describe the identification and development of umpires within the high performance environment.

Umpires enter the national high performance umpire pathway when they are identified and selected from the National Netball Championships or state-based State League competitions. Umpires are then developed through programs which provide high quality coaching and competition opportunities.

The Netball Australia High Performance Umpire Pathway will identify and develop the next generation of umpires and provide a world class system that prepares them to perform at their best at national and international events.

For the Netball Australia High Performance Umpire Pathway to succeed, it is critical that each Member Organisation develops and coordinates state-based networks and systems to identify talented umpires ready for progression through the national pathway.

WHAT DOES IT TAKE TO BE THE BEST?

Australia has a long history of producing quality umpires and our quest for continued excellence in the international netball arena is dependent upon the development of a highly skilled pool of talented umpires.

The All Australia badge is a badge of excellence. Where professionalism, accuracy of decisions, reaction time between infringements and decisions, levels of communication and umpiring techniques are all given the closest possible scrutiny.

Umpires who reach these standards have worked hard to develop and expand on their knowledge, experiences, competencies and personal attributes and recognise that it is the combination of all these elements working together that make a truly successful and holistic high performance umpire.

ALL AUSTRALIA UMPIRE SUCCESS PROFILE

Using the Development Dimensions International (DDI) success profiling concept as the foundation, Netball Australia has developed a high performance umpire success profile that focusses on the following elements: Knowledge; Experience; Personal Attributes; and Competencies (refer to Appendix B for specific definitions).

EXPERIENCE - WHAT UMPIRES HAVE DONE TO ACHIEVE SUCCESS

- Achieved their AA | IUA badge
- Umpired at national and international competitions and events.
- Achieved and maintained an appropriate level of fitness to umpire at the highest level.
- Communicated effectively with players, coaches and administrators in a pressured environment.
- Continuously displayed exemplary game management
- Invested in personal development.

KNOWLEDGE - WHAT SUCCESSFUL UMPIRES KNOW

- Expert knowledge of the rules and their current interpretation.
- Demonstration of key umpiring techniques – position, vision and timing.
- The umpiring pathway both nationally and internationally.
- The current different styles of games (techniques and tactics).
- How to use performance analysis tools to improve their own performance.
- The high performance environment for players, coaches and umpires.
- Up to date sports science/sports medicine practices as they apply to umpire performance.
- How to implement self-training/ personal development programs.
- The role of the umpire as a high performance athlete.

COMPETENCIES - WHAT SUCCESSFUL UMPIRES CAN DO

- Demonstrate compelling communication
- Influence others in a positive way
- Display a passion for results
- Display an orientation towards personal growth
- Accurately self-assess.
- Deal effectively and calmly with pressure.

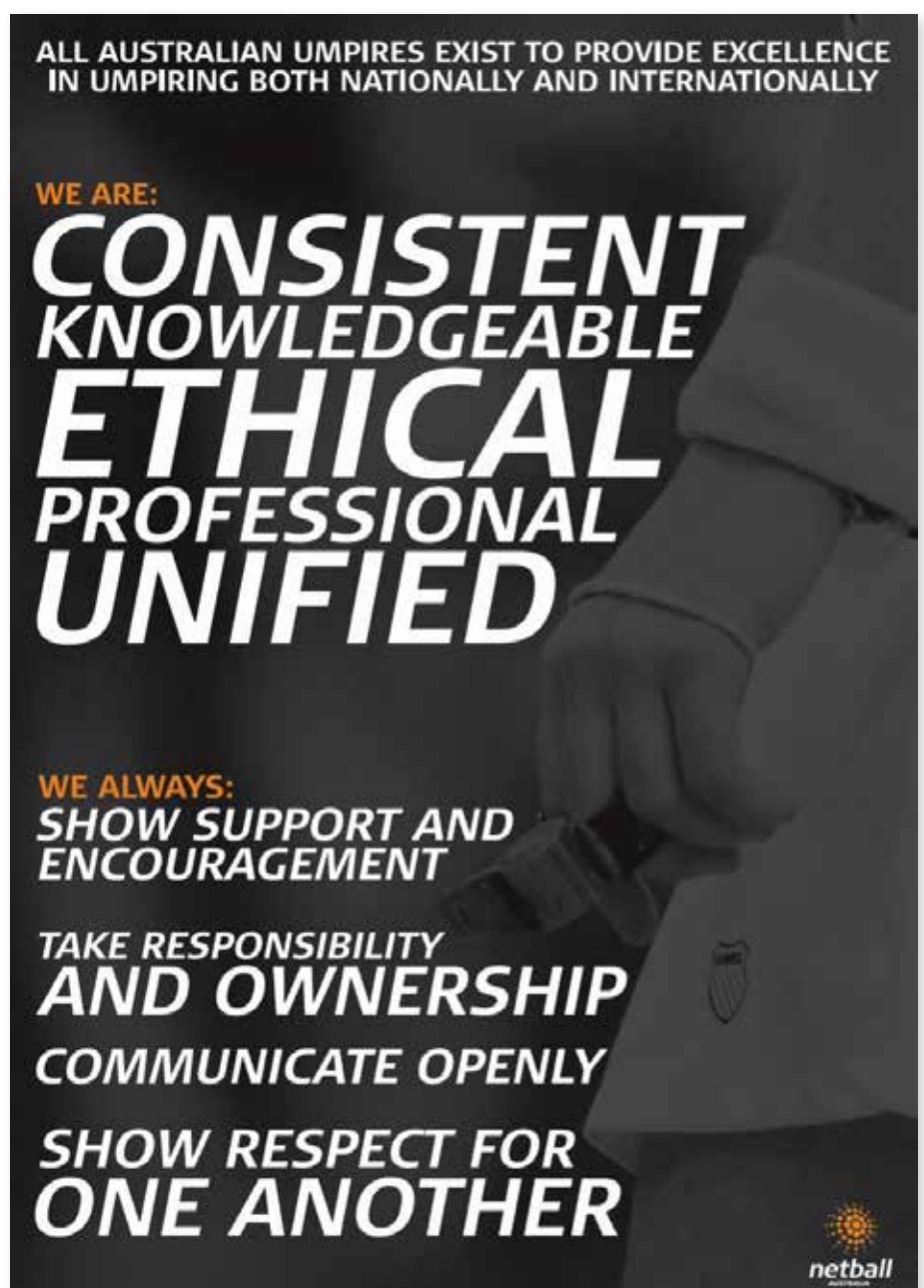
PERSONAL ATTRIBUTES - WHO UMPIRES ARE

- Driven for continuous learning
- Value diversity
- Enjoy travel
- Take responsibility/accountability for own actions and development
- Demonstrate resilience
- Display honesty and integrity
- Are authentic in their communication
- Maintain focus
- Display emotional intelligence
- Value developing relationships
- Actively seek and are receptive to feedback
- Have an elite disposition

Umpires participating in any of the programs within the High Performance Umpire Pathway will be provided with suitable professional development programs that align to the All Australia Umpire Success Profile.

NETBALL AUSTRALIA UMPIRE TRADEMARK

High performance umpires within Australia commit to a set of 'Trademark behaviours'. Umpires entering the National High Performance Umpire Pathway are expected to understand and demonstrate the trademark behaviours at all times.



**ALL AUSTRALIAN UMPIRES EXIST TO PROVIDE EXCELLENCE
IN UMPIRING BOTH NATIONALLY AND INTERNATIONALLY**

WE ARE:

**CONSISTENT
KNOWLEDGEABLE
ETHICAL
PROFESSIONAL
UNIFIED**


WE ALWAYS:

**SHOW SUPPORT AND
ENCOURAGEMENT**

**TAKE RESPONSIBILITY
AND OWNERSHIP**

COMMUNICATE OPENLY

**SHOW RESPECT FOR
ONE ANOTHER**

 **netball**
australia

NATIONAL NETBALL COMPETITIONS UMPIRING STATEMENT OF PURPOSE



NATIONAL NETBALL CHAMPIONSHIPS

- Identify umpires with potential for further development at the National level.
- Identify and develop emerging talent identified umpires.
- Provide elite competition opportunity for Member Organisation and nationally identified umpires.
- Provide high performance coaching to Member Organisation and nationally identified umpires.



AUSTRALIAN NETBALL LEAGUE

- Develop emerging talent and national selected Member Organisation umpires.
- Provide elite competition opportunity for emerging talent and nationally selected Member Organisation umpires.
- Provide high performance coaching for emerging talent and nationally selected Member Organisation umpires.



NATIONAL NETBALL LEAGUE

- Develop and extend high performance umpires.
- Provide high performance competition opportunity for high performance umpires.
- Provide high performance daily training environment.
- Provide exposure to an international environment.
- Provide high performance coaching for high performance umpires.

NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PATHWAY

NATIONAL HIGH PERFORMANCE UMPIRE PATHWAY

UMPIRE

COMPETITION/EVENT

HIGH PERFORMANCE UMPIRE PROGRAM

- Netball World Cup
- Commonwealth Games
- International Test Series
- Fast 5
- Netball World Youth Cup

- National Netball League
- Australian Netball League
- State League
- National High Performance Umpire Camps (x2)

EMERGING TALENT UMPIRE PROGRAM

- Australian Netball League
- 17/U & 19/U National Netball Championships
- MO Exchanges
- State League
- National Emerging Talent Umpire Camp

MO BASED PROGRAMS AND INITIATIVES

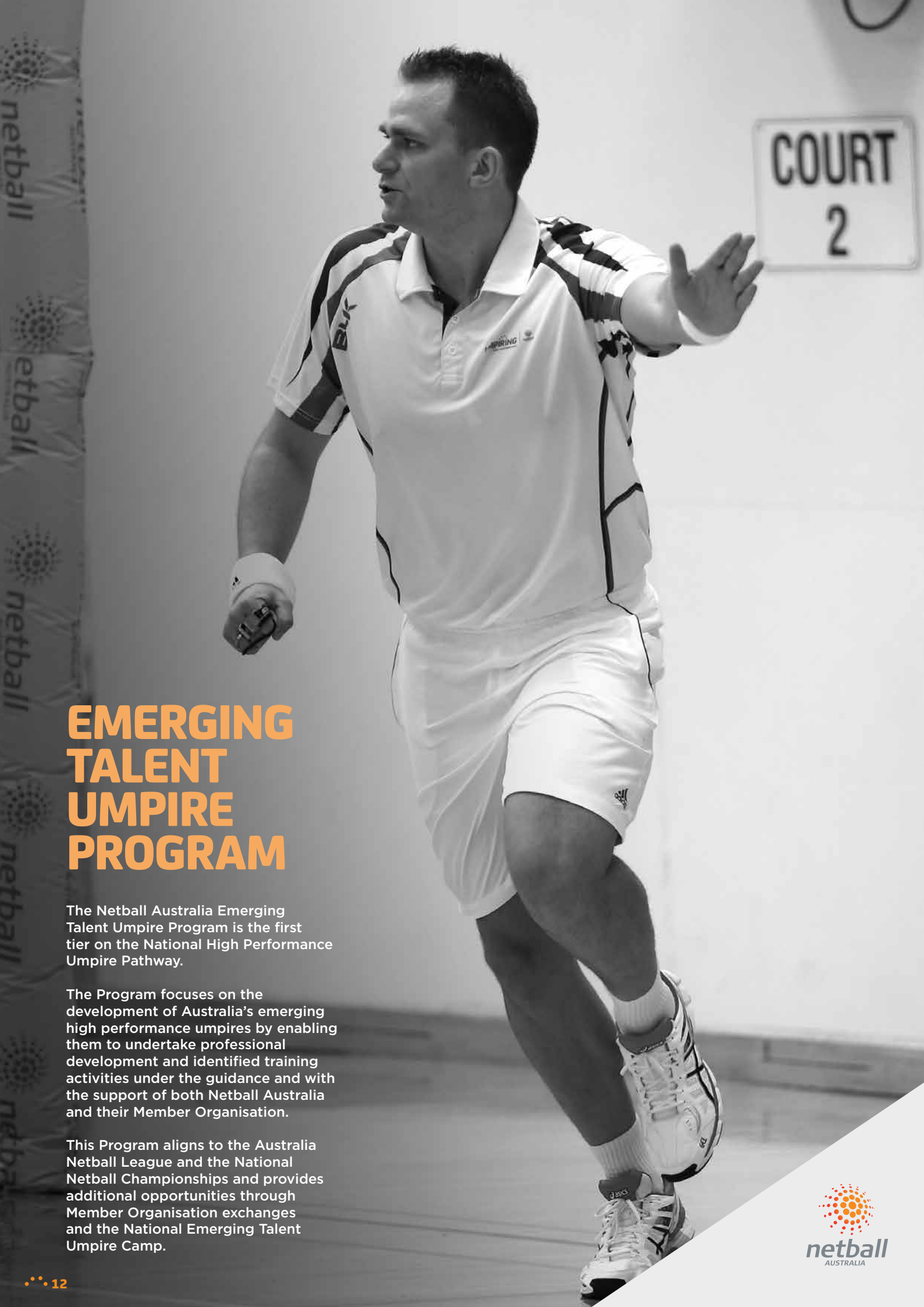
- State League
- MO Exchanges
- State League/State Titles/ Association Championships/ Association Tournaments

NA RESPONSIBILITY

MO RESPONSIBILITY

NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PROGRAMS

PROGRAM	QUALIFICATIONS OF PARTICIPANTS	COMPETITIONS/ EVENTS PATHWAY	DESCRIPTION	SERVICING	COACHING SUPPORT
HIGH PERFORMANCE UMPIRE PROGRAM	IUA/AA badged umpires	<ul style="list-style-type: none"> International Netball Federation Appointments Netball World Cup Commonwealth Games Commonwealth Games International Test Fast 5 Netball World Series Netball World Youth Cup Netball Australia Appointments National Netball League Australian Netball League National High Performance Umpire Camps (x2) 	The program focuses on retaining and further developing Australia's high performance umpires by preparing individual development plans which are supported by high quality resources combined with extensive education on high performance behaviour and disciplines.	Netball Australia	Nationally appointed umpire coaches
EMERGING TALENT UMPIRE PROGRAM	Endorsed A badge umpires	<ul style="list-style-type: none"> Australian Netball League 17/U & 19/U National Netball Championships MO Exchanges National Emerging Talent Umpire Camp 	The program focuses on the development of Australia's emerging high performance umpires by enabling them to undertake professional development and identified training activities under the guidance and support of both Netball Australia and their Member Organisation.	Netball Australia and Member Organisation	Nationally appointed umpire coaches and identified Member Organisation mentor.



EMERGING TALENT UMPIRE PROGRAM

The Netball Australia Emerging Talent Umpire Program is the first tier on the National High Performance Umpire Pathway.

The Program focuses on the development of Australia's emerging high performance umpires by enabling them to undertake professional development and identified training activities under the guidance and with the support of both Netball Australia and their Member Organisation.

This Program aligns to the Australia Netball League and the National Netball Championships and provides additional opportunities through Member Organisation exchanges and the National Emerging Talent Umpire Camp.

HOW ARE UMPIRES IDENTIFIED AND SELECTED?

Umpires are selected for inclusion in the Netball Australia Emerging Talent Umpire Program through identification at the National Netball Championships and/or the Australian Netball League.

Umpires are appointed to participate in these competitions by being:

- A current member of the Emerging Talent Umpire Program.
- Identified via State League performance and end of season rankings as provided to Netball Australia by the Member Organisation.
- Nominated to participate by the Member Organisation.

Umpires are appointed to national competitions and events using the National Umpire Selection, Assessment and Performance Management Guidelines.

MEMBER ORGANISATION IDENTIFICATION AND SELECTION PROCESS

Each Member Organisation is responsible for developing and coordinating state-based networks and systems to identify developing umpires, with the potential to progress, to be appointed to the Australian Netball League and National Netball Championships.

Australian Netball League

Umpires officiating at the highest level available to them within their state/territory, who are not currently part of the High Performance or Emerging Talent Umpire Programs may be considered for inclusion on the Australian Netball League umpiring pool. The following procedure shall be followed each year:

- Member Organisation is to provide Netball Australia with a list of umpires officiating in their State League competition (or equivalent) in ranking order plus any relevant supporting information.

- Netball Australia, at its sole discretion will determine which umpires will be invited to be part of the Australian Netball League umpiring pool and will manage this process.
- Umpires may be considered for multiple years.

National Netball Championships

Each Member Organisation is provided the opportunity to nominate one umpire, who meet the required selection criteria, for possible inclusion within National Netball Championships umpire pool. The selection criteria for nomination:

- Hold a national endorsed A badge (or in line for A badge testing).
- Umpired as a minimum State Titles, State League or equivalent in their respective MO.
- Physically fit to umpire a week long tournament.
- Member Organisations may provide additional names, ranked in priority order, to Netball Australia for consideration. However, it is at the discretion of Netball Australia if these umpires are invited to attend.
- Umpires may be nominated for multiple years.
- Netball Australia may, in its absolute discretion, add umpires to the umpiring pool at any stage, subject to those umpires satisfying the relevant selection criteria.



EMERGING TALENT UMPIRE PROGRAM SELECTION CRITERIA

Selection into the program is based on a number of factors, including:

On court performance:

- Assessed using the Netball Australia Umpire Performance Management Assessment System.

Experience:

- Hold a current endorsed A badge.
- Umpire top division State League or equivalent in their respective state.
- Has reached and maintained the necessary fitness level to perform at a consistently high standard through an entire game while maintaining full concentration.
- Makes decisions quickly and applies them efficiently, displaying excellent game control.
- Shows a high level of consistency in decision making and applies all rules effectively and efficiently.

Knowledge:

- Has completed the Elite Umpire Course
- Has a current Rules of Netball Theory Exam pass (90% - 100%)
- Demonstrates a good understanding of procedures and protocols
- Demonstrates a sound knowledge of the rules.
- Demonstrates correct use of terminology.

Competencies:

- Communicates effectively and demonstrates a level of cooperation and teamwork with co-umpires, umpire coaches, players and coaches.
- Displays an orientation towards personal growth.
- Displays a passion for results
- Influences others in a positive way

Personal attributes:

- Takes responsibility/accountability for own actions and development
- Demonstrates resilience
- Displays honesty and integrity
- Is authentic in their communication
- Is receptive to feedback

A squad of 6 – 10 umpires will be selected at the conclusion of in the Emerging Talent Umpire Program annually.

WHAT NATIONAL COMPETITION/EVENT OPPORTUNITIES ARE AVAILABLE?

Umpires within the Emerging Talent Umpire Program have the opportunity to be appointed to the following national competitions/ events:

- Australian Netball League
- National Championships
- In addition, Netball Australia provides funding to support each umpire within the program to participate in:
 - Up to two MO exchanges per year (depending on the umpires' state of origin) where a higher level of competition is not available within home state.
- The National Emerging Talent Umpire Camp.

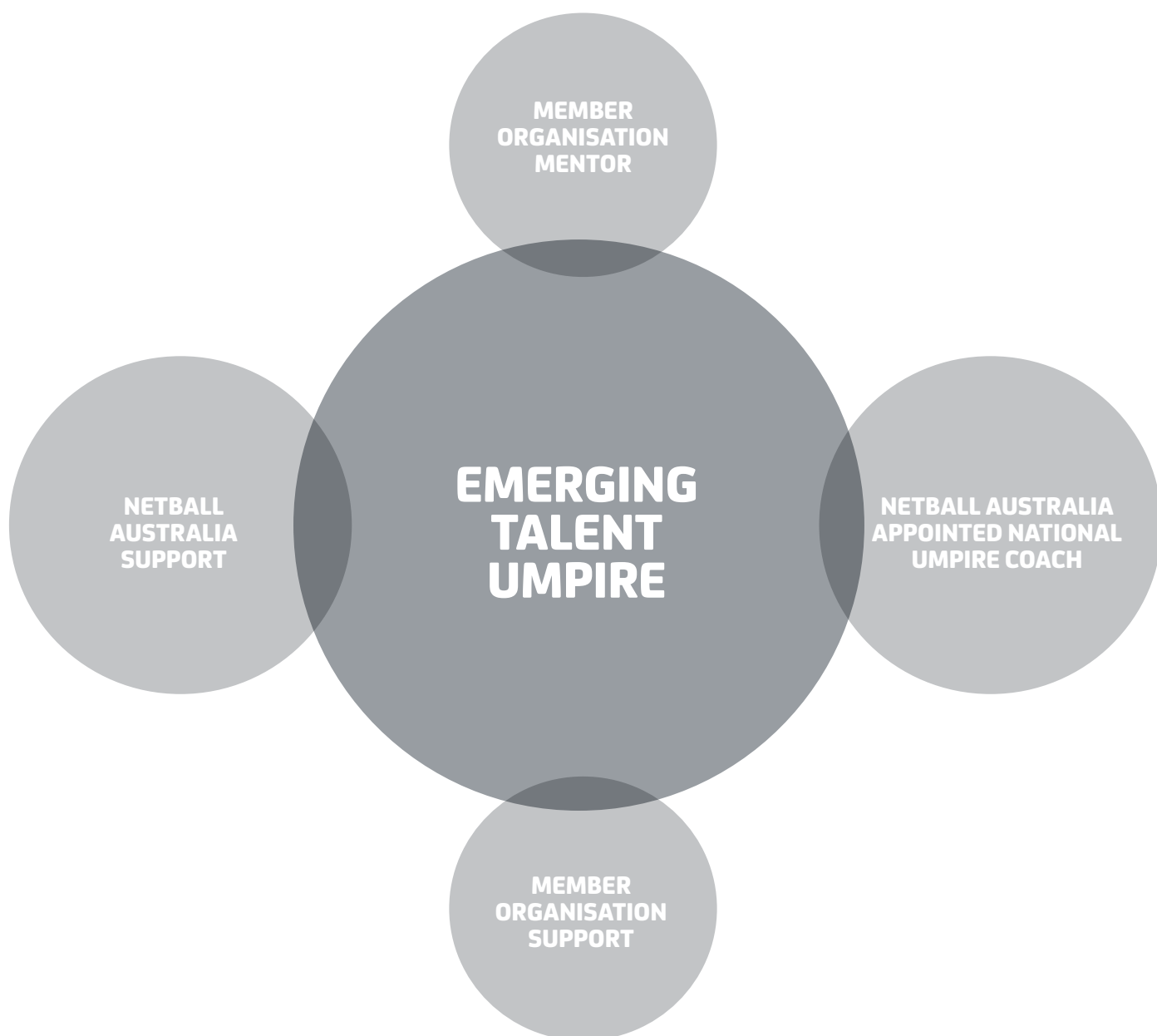
WHO IS RESPONSIBLE FOR COACHING?

Umpires within the Emerging Talent Umpire Program are supported by both nationally appointed umpire coaches and identified Member Organisation mentor.

Upon invitation into the Emerging Talent Umpire Program, umpires in consultation with their Member Organisation and nationally appointed umpire coaches, are required to nominate a mentor from within their state/territory who they would like to work with for the duration of the program. The identified Member Organisation mentor is invited to attend the National Emerging Talent Umpire Camp.

The nationally appointed umpire coaches will communicate regularly with the Member Organisation mentor over the duration of the season to monitor the umpire's progress and provide additional support and technical guidance to the Member Organisation mentor.

EMERGING TALENT UMPIRE SUPPORT



ROLE OF THE MEMBER ORGANISATION MENTOR

- Work with umpire at any state based events/competitions – e.g. State League.
- Support national umpire coach in monitoring umpire(s) individual development plan.
- Attend National Emerging Talent Umpire Camp with identified umpire(s).
- Maintain monthly communication with national umpire coach to inform of progress, update etc.

ROLE OF THE NATIONALLY APPOINTED UMPIRE COACH

- Coach and allocate umpires at national based events.
- Liaise with Member Organisation umpire coach on a monthly basis to monitor individual development plan.
- Communicate any technical direction to both the umpire and Member Organisation umpire coach.
- Where appropriate, travel with umpire on MO exchange
- Work with umpire at National Emerging Talent Umpire Camp.
- Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
- Make recommendations to the National Testing and Endorsement panel on umpires ready for AA testing.
- Participate in personal professional development.

ROLE OF NETBALL AUSTRALIA

- Provide the programs, structures and resources to support the implementation of the Emerging Talent Umpire Program.
- Coordinate the recruitment and appointment of the national umpire coaches.
- Coordinate the delivery of off-court services such as strength and conditioning and performance psychology.
- Act as the conduit between the: national umpire coach; the Member Organisation; the Emerging Talent umpire; and the Member Organisation identified mentor.

ROLE OF MEMBER ORGANISATION

- Support umpire in their selection of an appropriately qualified mentor from within their State/Territory.
- Provide reciprocal opportunities for umpire exchanges for those umpires involved in the Emerging Talent Umpire Program.
- Provide competition and additional development opportunities (as appropriate) within the State/Territory.
- Support umpire in their involvement in the program.

Through the National Emerging Talent Umpire Camp, umpires have access to professional development which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology.

.....

HOW ARE UMPIRES SUPPORTED ‘OFF-COURT’?

Umpires within the Emerging Talent Umpire program are supported through:

- The development of an individual development plan
- Coaching at national events by the nationally appointed umpire coaches, including detailed performance reports.
- Weekly coaching and support provided by identified Member Organisation mentor.
- Access to professional development through National Emerging Talent Umpire Camp, which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology.
- End of year de-brief between Member Organisation mentor and national umpire coach.

WHAT IS THE COMMITMENT REQUIRED BY THE UMPIRE?

Upon acceptance to be a part of the Emerging Talent Umpire Program, umpires are expected to take part in all identified activities and events, including the National Emerging Talent Umpire Camp. It is also the expectation that umpires within the program maintain a commitment to umpiring their respective State League competitions.

HOW LONG DOES THE PROGRAM RUN FOR?

The program runs from the conclusion of National Netball Championships until the conclusion of the National Netball Championships the following year.

WHAT HAPPENS AT THE CONCLUSION OF THE EMERGING TALENT UMPIRE PROGRAM?

At the conclusion of the Emerging Talent Umpire Program, reports are prepared by the Member Organisation mentor and nationally appointed umpire coach for Netball Australia. The reports provide a summary of the umpires' performance over the course of the program, along with one of the following recommendations made by the nationally appointed umpire coach:

- Umpire requires continued development at the Member Organisation level to further consolidate performance and is not recommended for inclusion within the program the following year; or
- Umpire should be considered for re-selection by Netball Australia for participation in the Emerging Talent Program the following year; or
- Umpire is to be moved into High Performance Umpire Program due to being awarded their All Australia badge.



HIGH PERFORMANCE UMPIRE PROGRAM

The Netball Australia High Performance Umpire Program is the top tier on the National High Performance Umpire Pathway.

The program focuses on retaining and further developing Australia's high performance umpires by preparing individual development plans which are supported by high quality resources combined with extensive education on high performance behaviour and disciplines.

This program aligns to the Australian Netball League and National Netball League competitions. International competition opportunities also complement this tier of pathway.



WHO IS ELIGIBLE AND HOW ARE UMPIRES SELECTED?

All umpires who have participated in either or both the Australian Netball League and/or the National Netball League competition, are automatically invited to participate in the High Performance Umpire Program for the following year, provided they meet the following selection criteria:

- (a) Hold a current endorsed AA/IUA badge;
- (b) Have participated in the previous year's Australian Netball League and/or National Netball League;
- (c) Demonstrated trademark behaviours at all times;
- (d) Demonstrated commitment to developing their experience; knowledge; competencies and personal attributes (as articulated within the All Australia Umpire Success Profile) and
- (e) **Where reasonable**, be officiating in their home states top competition (e.g. State League).

Where an umpire has been unable to participate in either or both of these competitions due to injury, illness, maternity leave or extenuating circumstances, Netball Australia at its sole discretion will review on a case-by-case basis and will manage their return and subsequent inclusion in the High Performance Umpire Program.

WHAT COMPETITION/ EVENT OPPORTUNITIES ARE AVAILABLE?

Umpires within the High Performance Umpire Program are qualified for appointment to umpire all standards of netball in any domestic competition in Australia.

The top twelve (12) umpires within the High Performance Program are specifically contracted to umpire the National Netball League. Umpires ranked thirteen (13) and below will be allocated to the Australian Netball League and offered a reserve contract for the National Netball League and may be allocated to umpire or reserve as required. These appointments are at the discretion of the nationally appointed high performance umpire coaches.

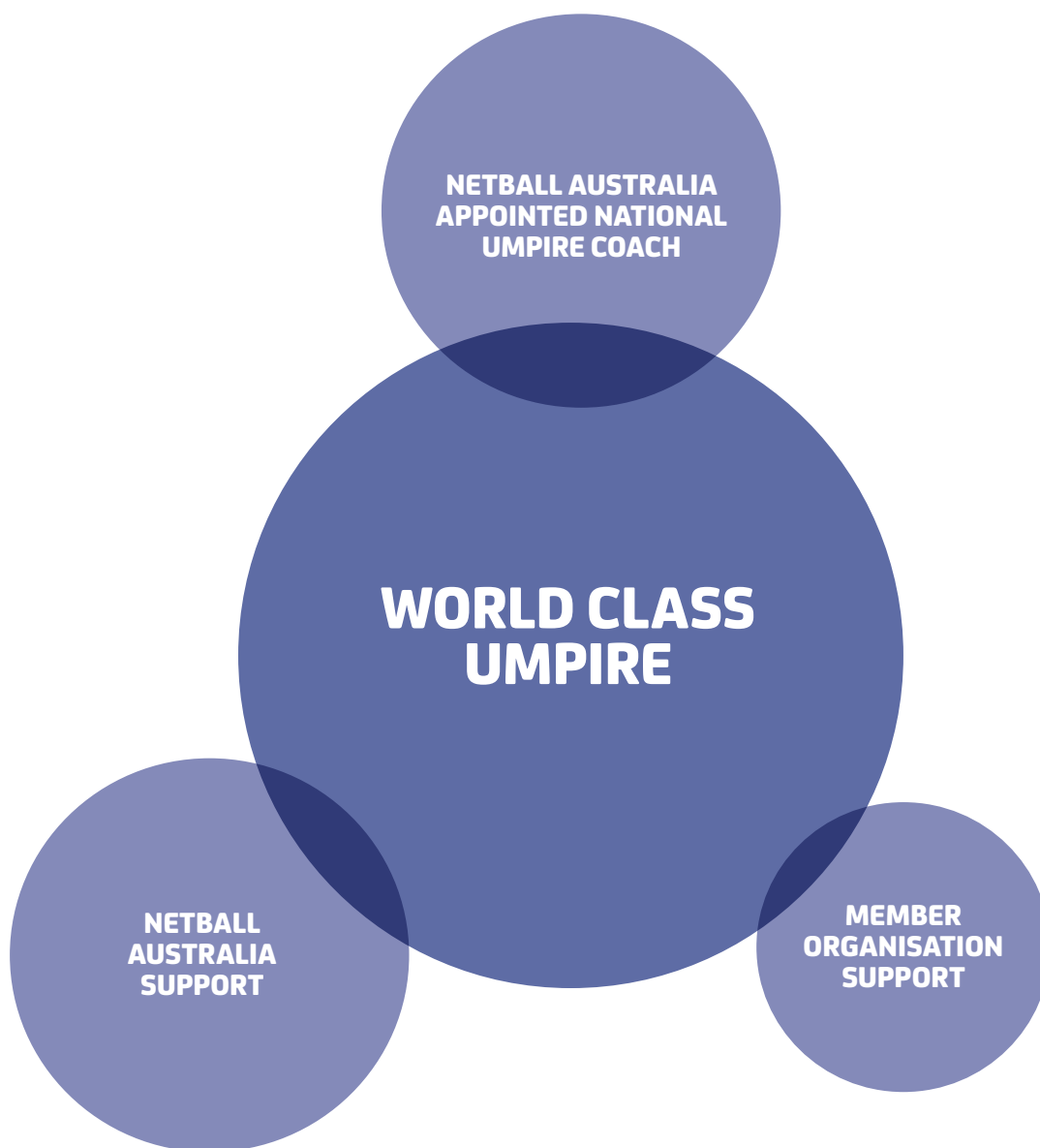
International competition opportunities compliment the National High Performance Umpire Pathway. Only those umpires who hold an International Umpire Award (IUA) or who have been internationally TID by the International Netball Federation may be allocated to an international competition/event which may include: Netball World Cup, Commonwealth Games, Test Matches, Fast 5 Netball World Series, Netball World Youth Cup and Regional Championships.

The International Netball Federation manages the appointment of umpires to international competitions/events.

WHO IS RESPONSIBLE FOR COACHING?

Umpires within the High Performance Umpire Program are supported by nationally appointed umpire coaches who hold the required qualifications and experience to be working with and developing Australia's most elite umpires.

RELATIONSHIP BETWEEN NETBALL AUSTRALIA, THE UMPIRE AND THE NATIONAL COACH



ROLE OF NATIONALLY APPOINTED COACH

- Provide high level coaching to umpires.
- Allocate umpires based on match rankings and overall umpire performance.
- Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
- Recommend identified umpires to be tested for the International Umpire Award (where appropriate).
- Monitor umpires individual development plan in partnership with Netball Australia
- Attend and present at the biannual High Performance Umpire Camps.
- Stay up to date with best practice coaching techniques and seek opportunities to developing coaching expertise.
- Provide Netball Australia with a final ranking at the conclusion of the National Netball League/ Australian Netball League season and observations for each match, using the Netball Australia Umpire Assessment System.
- Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
- Participate in personal professional development

ROLE OF NETBALL AUSTRALIA

- Provide the programs, structures and resources to support the implementation of the High Performance Umpire Program for both umpires and umpire coaches.
- Coordinate the recruitment and appointment of the national umpire coaches.
- Coordinate the delivery of off-court services such as strength and conditioning and performance psychology.
- Act as the conduit between the national umpire coach and the High Performance umpire.

ROLE OF MEMBER ORGANISATION

- Provide competition and additional development opportunities (as appropriate) within the State/Territory.
- Support umpire in their involvement in the program.



Netball Australia, in partnership with the nationally appointed umpire coaches, monitor the development and progress of each umpire, using the individual umpire development plan.

HOW ARE UMPIRES SUPPORTED 'OFF-COURT'?

Umpires within the High Performance Umpire Program are supported through:

- The development and ongoing monitoring of an individual development plan.
- A strength and conditioning grant that contributes towards the Umpire's development.
- Coaching at appropriate events by the nationally appointed umpire coaches, including detailed performance reports.
- Access to professional development through attendance at the biannual High Performance Umpire Camps, which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology.
- End of year performance reviews.

In addition to the above, umpires contracted to the National Netball League competition are provided:

- National Netball League retainer and match payments.
- National Netball League increased sports science grant.
- Airline club membership (dependant on sponsorship arrangements)
- Weekly coaching throughout the National Netball League competition, by the nationally appointed umpire coaches.
- National Netball League uniform.

Netball Australia in partnership with the nationally appointed umpire coaches monitor the development and progress of each umpire, using the individual umpire development plan.

WHAT IS THE COMMITMENT REQUIRED BY THE UMPIRE?

Being part of the High Performance Umpire Program takes a significant level of commitment from the individual umpire. Upon acceptance to be a part of Program, umpires are expected to participate in all identified activities and events and demonstrate a high level of commitment to their own personal development. It is also the expectation that umpires within this program, where reasonable; maintain a commitment to umpiring their respective State League competitions.

HOW LONG DOES THE PROGRAM RUN FOR?

The program runs from 1 November until 31 July each year.



APPENDIX A

HIGH PERFORMANCE UMPIRE SUCCESS PROFILE

Using the Development Dimensions International (DDI) success profiling concept as the foundation, Netball Australia has developed a high performance umpire success profile that focuses on the following elements: Knowledge; Experience; Personal Attributes; and Competencies.

WHAT PEOPLE KNOW

Technical and/or professional information needed to successfully perform job activities



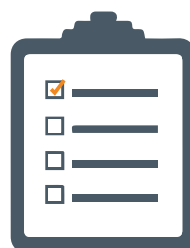
KNOWLEDGE

WHAT PEOPLE HAVE DONE

Educational and work achievements needed to successfully perform job activities



EXPERIENCE



COMPETENCIES

WHAT PEOPLE CAN DO

A cluster of behaviours performed on a job.

WHO PEOPLE ARE

Personal dispositions and motivations that relate to job satisfaction, job success or failure



PERSONAL ATTRIBUTES

NETBALL HQ

191 Johnston Street Fitzroy VIC 3065

PO Box 13285 Law Courts VIC 8010

Phone: +61 3 8621 8600

Fax: +61 3 9614 4308

Email: infonet@netball.asn.au

www.netball.com.au

