

NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PATHWAY

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GLOSSARY OF TERMS

AFNA	Asian Federation of Netball Associations.
AA	All Australia Umpire Award.
NA	Netball Australia.
ASC	Australian Sports Commission.
Endorsement	Practical re-assessment of AA and A Badge Umpires.
INF	International Netball Federation.
ITP	INF International Testing Panel.
IUA	International Umpire Award.
KPI	Key Performance Indicator.
MO	Member Organisations.
NOAS	ASC National Officiating Accreditation Scheme.
RAP	INF Rules Advisory Panel.

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 complements 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 and Australian Netball League. 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 complementary 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 pool of highly skilled umpires.

The All Australia (AA) 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 holistic combination of all these elements that make a truly successful 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 A for specific definitions).

EXPERIENCE - WHAT UMPIRES HAVE DONE TO ACHIEVE SUCCESS?	KNOWLEDGE - WHAT SUCCESSFUL UMPIRES KNOW?
<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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?	PERSONAL ATTRIBUTES - WHO UMPIRES ARE?
<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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 UMPIRES EXIST TO PROVIDE
EXCELLENCE IN UMPIRING BOTH
NATIONALLY & INTERNATIONALLY

WE ARE

CONSISTENT
KNOWLEDGEABLE
PROFESSIONAL
ETHICAL
UNIFIED

WE ALWAYS

SHOW SUPPORT AND ENCOURAGEMENT
TAKE RESPONSIBILITY AND OWNERSHIP
COMMUNICATE OPENLY
SHOW RESPECT FOR ONE ANOTHER

NATIONAL NETBALL COMPETITIONS – UMPIRING STATEMENT OF PURPOSE

National Netball Championships and Australian Netball League

- Identify and select umpires with potential for further development at the National level.
- Develop emerging talent and Member Organisation nominated umpires.
- Provide elite competition opportunity (ANL) for All Australia (AA) badge testing.
- Provide elite competition opportunity for Member Organisation and nationally identified umpires.
- Provide high performance coaching to Member Organisation and nationally identified umpires.

Suncorp Super Netball

- Develop and extend high performance umpires.
- Provide high performance competition opportunity for high performance umpires.
- Provide structures and resources to support high performance daily training environment.
- Provide high performance coaching for high performance umpires.

HIGH PERFORMANCE UMPIRE PATHWAY

	UMPIRE	COMPETITION/EVENT	
NATIONAL HIGH PERFORMANCE UMPIRE PATHWAY	High Performance Umpire Program	Netball World Cup Commonwealth Games International Test Series Fast5 World Series Netball World Youth Cup Suncorp Super Netball Australian Netball League State League National High Performance Umpire Camps (x2)	NA
	Emerging Talent Umpire Program	Australian Netball League National Netball Championships MO Exchanges State League National Emerging Talent Umpire Camp	
	MO based programs and initiatives	State League MO Exchanges Development Squads Camps/Workshops State League/State Titles Association Championships Association Tournaments	MO

NETBALL AUSTRALIA HIGH PERFORMANCE UMPIRE PROGRAMS OVERVIEW

PROGRAM	QUALIFICATIONS OF PARTICIPANTS	COMPETITION/ EVENTS PATHWAY	DESCRIPTION	SERVICING	COACHING SUPPORT
HIGH PERFORMANCE UMPIRE PROGRAM	IUA/AA badged umpires	International Netball Federation Appointments Netball World Cup Commonwealth Games International Test Series Fast 5 Netball World Series Netball World Youth Cup Netball Australia Appointments Suncorp Super Netball 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	Suncorp Super Netball (reserve) Australian Netball League 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

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 National Netball Championships and the Australian Netball League and provides additional opportunities through Member Organisation exchanges and the National Emerging Talent Umpire Camp.

How are umpires identified and selected?

Selection into the Emerging Talent Umpire Program is a two-phased approach and is based on performance across the National Netball Championships (Phase 1) and Australian Netball League (Phase 2). Identification and selection involves both the Member Organisation and Netball Australia.

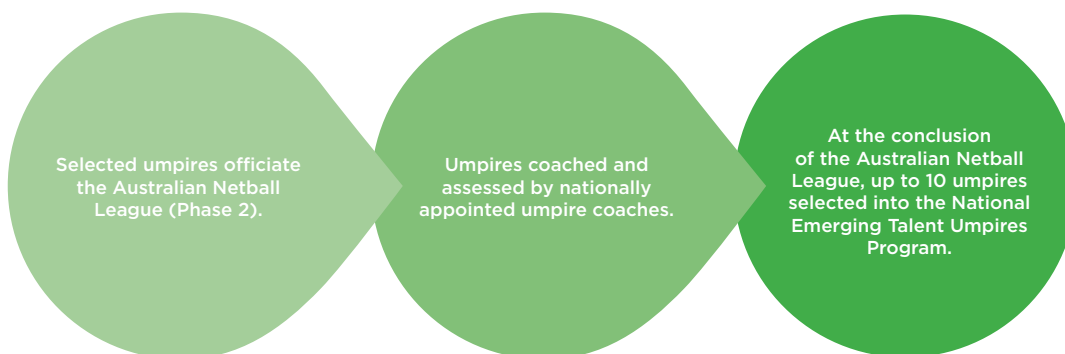
The objective of this selection process is to talent identify umpires with future potential to be All Australia (AA) umpires and invite these umpires to participate in the Emerging Talent Umpire Program as part of the National High Performance Umpire Pathway.

Umpires are appointed to national competitions in accordance with the Netball Australia High Performance Umpire Pathway - Programs and Competition Guidelines.

Phase 1 Selection:



Phase 2 Selection:



Selection Criteria

Selection is primarily based on performance, using the identified selection criteria outlined below. However, in exercising their discretion Netball Australia and the appointed umpire coaches may consider other factors that are relevant to a candidate's potential to be an All Australia (AA) umpire. These may include (but are not limited to) matters such as injury/illness, personal circumstances or off-court performance management issues.

On court performance:

- Scores at the required level of competency across all assessable performance criteria.
- Demonstrates potential to be a prospective All Australian (AA) umpire.

Experience:

- Demonstrates the necessary fitness level to perform at a consistently high standard through an entire game while maintaining full concentration.
- Displays a detailed understanding of all aspects of game management to implement procedures promptly and professionally
- Shows good judgment and an ability to recognise player intent and relevant changes in game tone and intensity
- Demonstrates a level of cooperation and teamwork with co-umpires, umpire coaches, players and coaches.
- Executes key umpiring techniques (positioning, vision and timing) in a manner that is guided by play, and informed by an understanding of the game context
- Shows a high level of decisional accuracy across major and minor infringements and applies all rules quickly, precisely and efficiently.
- Displays game sense and in particular:
 - the potential to apply the rules with a level of expertise that enhances the game, particularly in relation to major infringements and advantage; and
 - a developing ability to prioritise correctly between multiple infringements.

Knowledge:

- Has completed the Elite Umpire Education Course
- Holds a current Rules of Netball Exam pass of 90% or over.
- Demonstrates sound knowledge of the rules, procedures and protocols of Netball.
- Uses terminology correctly
- Understands basic principles and is familiar with simple tools for goal setting and self-assessment
- Can process and implement feedback effectively

Personal attributes:

- Displays a passion for results.
- Takes responsibility and is accountable for own actions and development.
- Communicates effectively and authentically
- Is "coachable" – e.g. is receptive to feedback
- Demonstrates resilience.
- Displays honesty and integrity.
- Influences others in a positive way
- Adheres to trademark behaviours.

Coaching support

Umpires within the Emerging Talent Umpire Program are supported by a nationally appointed head coach and a number of nationally appointed umpire coaches who hold the required qualifications and experience to be working with and developing Australia's emerging talent.

The role of the nationally appointed umpire coaches is to:

- Coach and allocate umpires at nationally based events, including the National Netball Championships, Australian Netball League and Emerging Talent Umpire Camp.
- Communicate with both the umpire and relevant Member Organisation personnel regarding professional development and technical matters affecting umpire performance, including the implementation and monitoring of the umpire's individual development plan.
- Utilise the Netball Australia Umpire Performance Management Assessment System at all Netball Australia competitions.
- Participate in personal professional development.

Off-court support

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.
- Access to professional development through the National Emerging Talent Umpire Camp, which may include: health and wellbeing, strength and conditioning, nutrition and hydration and performance psychology.
- Access to Netball Australia's appointed performance psychologist.
- Access to Member Organisation exchanges.

International competition and event selection and appointment

Umpires within the Emerging Talent Umpire Program may be appointed to International Regional Championships.

The International Netball Federation, with the support of the Regional Officiating Coordinators and International Testing Panels manage the appointment of umpires to international competitions/events.

Netball Australia responsibilities

- Provide the funding, programs, structures and resources to support the implementation of the Emerging Talent Umpire Program.
- Overall management of the Emerging Talent Umpire Program.
- Coordinate the recruitment and appointment of the national umpire coaches.
- Coordinate the delivery of off-court support services.
- Act as the conduit between the Emerging Talent Head Coach, the emerging talent umpire and the Member Organisation.

Member Organisation support

Member Organisations play a critical role in supporting umpires selected into the Emerging Talent Umpire Program. Specifically, they:

- Communicate with both the umpire and the Emerging Talent Umpire Program Head Coach regarding professional development and technical matters affecting umpire performance, including the implementation and monitoring of the umpire's individual development plan.
- Support umpires in their daily training environment.
- 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.

Umpire Commitment

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.

The program runs from the conclusion of Australian Netball League until the conclusion of the Australian Netball League the following year.

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 Suncorp Super Netball competitions. International competition opportunities also complement this tier of pathway.

Selection overview

All umpires who have participated in the previous year's High Performance Umpire Program or Emerging Talent Umpire Program (who have been awarded their All Australia badge), are automatically invited to participate in the High Performance Umpire Program for the following year, provided they meet the following selection criteria:

- Hold a current endorsed AA/IUA badge;
- Demonstrate trademark behaviours at all times;
- Demonstrate commitment to their personal development through the completion and activation of the individual development plan; and
- Where reasonable, be officiating in their home states top competition (e.g. State League).

Netball Australia high performance event selection and appointment

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

The Netball Australia high performance events consist of the Suncorp Super Netball and Australian Netball League.

Each year, eligible umpires within the High Performance Umpire Program are appointed to one of two umpiring squads (umpiring squad A or B) to support the delivery these events in accordance with the Netball Australia High Performance Umpire Pathway – Programs and Competition Guidelines.

International competition and event selection and appointment

International competition and event opportunities complement the High Performance Umpire Pathway. Those umpires who hold an International Umpire Award (IUA), have been internationally talent identified (ITID) by the International Netball Federation or identified through the Emerging Talent Umpire Program may be allocated to international competitions/events, which may include: Netball World Cup, Commonwealth Games, Test Matches, Fast 5 Netball World Series, Netball World Youth Cup and Regional Championships (Emerging Talent Umpire Program umpires). The International Netball Federation, with the support of the Regional Officiating Coordinators and International Testing Panels manage the appointment of umpires to international competitions/events.

Individual development plans

Netball Australia has the primary responsibility to provide programs, structures and resources to support each individual umpire within the High Performance Umpire Program. A key element of this support is the development and funding of the umpires' individual development plan (IDP). Each umpire is responsible for developing their IDP, and Netball Australia in partnership with the nationally appointed umpire coaches monitor the development and progress of each umpire in accordance with their IDP.

AA/IUAs are empowered to monitor their own progress against the identified goals within their IDP and provided the resources and systems to be able to source the required support and opportunities to drive their development.

Netball Australia supports all Member Organisations who have the capability and capacity to additionally support and resource an umpires IDP.

Coaching support

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. Role of the nationally appointed high performance umpire 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 tool 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 develop coaching expertise.
- Provide Netball Australia with a final ranking at the conclusion of the Suncorp Super Netball season.

Further details are contained in the Netball Australia High Performance Umpire Coach Position Descriptions.

Netball Australia responsibilities

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 support services.
- Act as the conduit between the national umpire coach and the high performance umpire.

Member Organisation support

As part of their commitment to the High Performance Umpire Program, it is encouraged that umpires, where reasonable, maintain a commitment to umpiring their respective State League competitions.

AA/IUA umpires who are part of the High Performance Umpire Program are provided extensive coaching and performance management throughout the Suncorp Super Netball and Australian Netball League seasons and State League provides another opportunity for umpires to further develop and refine their skills.

Umpire commitment

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 the 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.

The High Performance Umpire Program runs from 1 February until 30 September 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.

