



Referee peer review process

January 2010

As referees it's our responsibility to make every attempt to referee to the best of our abilities. To do this we need to have a thorough understanding of the rules and the ability to apply them in a fair and consistent manner.

Part of the learning and improvement process is to reflect on our performance. Many of us do this already and discuss contentious calls among ourselves.

New Zealand Canoe Polo has decided to formalise this process to some extent to further encourage upskilling of our referees at all levels.

From 2010 onwards each New Zealand Canoe Polo qualified referee is required to participate in a form of peer review. It will be each referees responsibility to approach another referee whose opinions they respect, asking them to observe their refereeing over a period of two or three games. This can be at any competition but ideally the higher grade referees should be observed in higher intensity games.

Guidelines for referees being observed

Approach someone of equal or higher abilities than your own, whose opinions/refereeing you respect. Be selective – this is a job for us all! You can have a different observer for different games if need be.

Referee in your normal style.

Discuss the game briefly immediately afterwards. Players are not a part of this discussion. Be open to feedback. Reflect on what's been discussed and take from it whatever you think will help improve your refereeing.

Email the refereeing director once completed seanandkathy@gmail.com with your name, who provided feedback / nature of game – e.g., club / national league, teams – and include any feedback you wish to re the process.

Failure to provide the information is likely to lead to degrading of your qualification level. You shouldn't expect to be chased up regarding this.

Guidelines for the observing referee

Please be open to this process – it's not a lot of effort if we all pitch in.

When you agree to observe someone you need to watch the game (!) and ideally from the approximate perspective of that referee – i.e., same side of the pool but don't wander up and down with them. Try to watch what you'd expect that referee to be watching. It can help to take some brief notes to aid recall for discussing anything afterwards but that's for your benefit only. Try to give constructive feedback - it may be asking clarification on a call, lack of cards or can't hear their whistle or doing a great job – whatever. Ideally if you can give them two or three points of feedback that's great – if there's more be selective and give the most important bits; Rome wasn't built in a day and confidence is an important attribute for the job.

Unless the observed referee gives their consent this process should be considered reasonably confidential between the referees involved and New Zealand Canoe Polo, but wider discussion of rules / interpretations is often useful for both sides.