



OFFICIATING SKILLS ASSESSMENT: INSIDE PACK REFEREE (IPR)

The following checklist is a tool to provide assessment metrics for an official's readiness in a number of categories. This process is not required, nor is it meant to be submitted to or used to replace a Certification program. It is a tool for leagues and officials to use to continually track improvement and to communicate an official's readiness at any given time.

There is no minimum number of categories in which an official must "pass" in order to be considered ready for each level of game play. The more categories in which an official has demonstrated proficiency, the more prepared that official will be to perform well at higher levels of game play.

Readiness in the position should be determined in the following categories. Position-specific guidelines are provided for each skill level in order to give basic expectations for performance at each level.

Rules Knowledge and Application

- **Novice:** Has little to no rules knowledge.
- **Intermediate:** Shows the ability to make calls on obvious actions (i.e. Cutting). Has basic knowledge of rules, though often misses finer applications. Can misinterpret or be confused with the wording of the rules. Struggles with pack definition and Out of Play calls.
- **Competent:** Makes good calls on most actions. Has good knowledge of rules but can miss some finer applications. Pack definition is good but focus is too narrow and leads to missed actions elsewhere.
- **Advanced:** Makes good calls on all actions in play with multiple skaters and complex scenarios. Has good knowledge of rules, including finer points and exceptions. Is up-to-date with rules clarifications. Applies rules well and evenly throughout the course of a game and makes adjustments as needed. Strong pack definition without sacrificing ability to make other calls.

Skating Skills and Positioning

- **Novice:** Poor skating skills. Slow to get into position. Focused more on not falling than on making calls. Can barely shadow another IPR.
- **Intermediate:** Generally positioned where needed to enforce calls. Sometimes misses complex calls because of poor positioning. Has difficulty skating backwards as a front IPR or ends up in the middle of the pack instead of in front. As a back IPR tends to fall way behind on fast packs. Speed bursts and stopping still need improvement. Tends to be too far off the inside line.
- **Competent:** Well positioned most of the time and can adjust for changing conditions on the floor. Always turns body direction to face the pack. Good backwards skating skills. Skates closer to the inside line but may get in the way of Jammer Referees.
- **Advanced:** Consistently well positioned, makes adjustments as play warrants. Does not need to concentrate on skating at all. Can skate on the inside line and back off it in anticipation of the Jammer Referees or action of the pack.

Initiator, Impact Spectrum, and Explanation of Calls

- **Novice:** Doesn't see who initiates actions. Impact spectrum is extremely to one side or the other (over / under call). Difficulty explaining to others what happened or why they made (or didn't make) a call.
- **Intermediate:** Starts to see the initiator but misses complex actions. Impact spectrum is good for most actions but may be off for others. Can discuss calls effectively with other referees but sometimes stumbles for clear explanations. Some details missing in descriptions of actions and calls.
- **Competent:** Able to identify the initiator of the action even in complex scenarios. Impact spectrum is consistent for most of the game but can drift on some actions. Able to consistently communicate clearly in discussion and explanation of calls. Most necessary details are present for easier assessment of call accuracy. Can add and recall information as requested by the Head Referee.
- **Advanced:** Can clearly see initiator or initiators even in complex actions. Impact spectrum is constant throughout the game. Uses clear and concise language of the rules to explain calls. All necessary details are present without additional questioning from the Head Referee or other officials.

Correct and Clear Use of Hand Signals and Other Communication

- **Novice:** Does not make or makes incorrect hand signals. Quiet or timid when saying verbal cues.
- **Intermediate:** Some signals are sloppy or unclear; signals delivered inconsistently depending on complexity of play. Communication to other officials is sometimes outside verbal cue standards without reason and may be unclear or inefficient. Pack definition and Out of Play hand signals are inconsistent.
- **Competent:** Hand signals are mostly consistent with minor variances if play is complex. Communication to other officials is within the verbal cues most of the time. Communication outside the verbal cues is mostly clear and efficient. Out of Play may look like a penalty when putting it down. Most of the time is able to give Jam Referees additional information when they are entering/leaving the pack.
- **Advanced:** Signals are always clear and crisp. Consistently uses the correct verbal cues in communication and communicates in a clear and efficient manner outside the verbal cues. Always able to give Jam Referees information when they enter or leave the pack.

Feedback and Adjustments During a Game

- **Novice:** Has difficulty in receiving, processing and adjusting to feedback or doesn't understand what adjustments need to be made and the reason for those adjustments.
- **Intermediate:** Struggles with feedback. Slow to adapt to requested changes during the game.
- **Competent:** Increased ability to adapt and apply feedback. Can take feedback and adapt but sometimes doesn't apply feedback consistently from jam to jam.
- **Advanced:** Applies feedback immediately and consistently across the game and into future games.

Professional Behavior/Presentation

- **Novice:** Many lapses in professional behavior or unnecessary discussions with skaters or other officials that are off topic. Agitation, nervousness, or unrest is evident, especially in complex play situations or exchanges with coaches and captains. May have difficulty concentrating on the game.
- **Intermediate:** Some lapses in professional behavior or unnecessary discussions with skaters or other officials that are off topic. Some agitation, nervousness, or unrest is evident at times, especially in complex play situations or exchanges with coaches and captains. Facial expressions could lead to questions about points or penalties. Some loss of focus in the game, particularly during complex play situations.
- **Competent:** Almost no lapses in communication to other officials and skaters. Rarely looks nervous, agitated, or fazed by complex game play. Remains calm and collected in tense exchanges with coaches and captains. Almost no lapses in focus during the game, even in complex game situations.
- **Advanced:** Calm, professional, and focused behavior displayed at all times. The level of professionalism displayed helps other officials remain calm and collected.

Understanding of Non-Skating Official (NSO) Positions and Information Flow Between Referees and NSOs

- **Novice:** Has little to no understanding of the NSOs or how to communicate information to them.
- **Intermediate:** Understands the basics of communication for those NSOs positioned in the center of the track but not with those NSOs on the outside. Sometimes asks for clarifying information from NSOs who are not best positioned to provide it.
- **Competent:** A solid practical understanding of the Penalty Tracker (PT), Penalty Wrangler (PW) and Inside Whiteboard Operator (IWB). Interactions with NSOs outside the track may not be as good. Effectively communicates with those on the inside and understands to whom to direct questions for the fastest and most efficient response. May miss Penalty Box Manager holding up the Penalty Box whiteboard for a skater in queue in between jams.
- **Advanced:** Understands the roles and duties of all NSOs and is an effective communicator across all positions. Has a general knowledge of how to utilize the NSO staff in game to quickly and effectively resolve game play issues. Sees the whole team and the importance of the NSOs. Visually checks with the Penalty Box Manager before every jam.