



***DISTRICT 9***  
***REFEREE***  
***ASSOCIATION***

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***MENTORSHIP***  
***PROGRAM***



## *D9RA MENTORSHIP PROGRAM*

### FORWARD

At the start of 2002-2003 season, Hockey Canada approved a National Official Mentorship Program. This is a concept that has been discussed for many years and one that is welcomed unconditionally. While we have always had an informal understanding and application of such a program, we have decided to embark upon this program within District 9 Referee's Association immediately.

Our formal program may start slowly this season but remember that all great rivers begin with a tiny stream. It will be the input that can be expected at the end of the season that will allow for the development and growth of this program over the next few years. The sooner that we accept the program the sooner it will become a great river of information. For those of you who are not willing to accept new ideas and challenges let me remind you of a great hockey man, Fred Shero, who said, "Failure isn't fatal, but failure to change may be."

For years, hockey people have been trying to improve our game and in all these discussions officiating is always at the forefront. We need to be ever diligent in our duties and allow those behind us to become even better than ourselves. What better way than to teach the young official the wisdom of the old and allow them a higher standard from which to start their career. The concept of mentorship is not new. We have had our parents, teachers, employers all guide us along the journey of life. Now we need to help our young officials in a more formal manner. We need to support the young official to learn the rules, procedures and most importantly to overcome any abuse they may face. The Mentor will be there when the times get tough and as a result, perhaps the young official will now stay in the game we all love so much.

If we can provide more assistance and learning opportunities to these officials through the crucial early years when they are first learning what officiating is all about, we will end up with better officials. Officials who will stay longer in the game and will get more enjoyment out of officiating, and as a result the rest of the participants in the game will benefit from the increased quality of officiating.

Welcome to our Mentorship Program and remember the true sign of a good teacher is eventually having the student teach the teacher.

Yours in Sport,

Dave McCarthy

John Reid



RIC

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### THE MENTORSHIP PROGRAM

#### 1.0 INTRODUCTION

The District 9 Referees Association Mentorship Program is a developmental and educational program in association with the Hockey Canada Official Mentorship Program (HCOMP). The program is primarily a grass roots effort designed to assist the young official in developing their skills. The side effect will be the Mentors, themselves, will learn the qualities of becoming an effective teacher, leader and organizer in our community. Although the primary focus will be on officials just starting their careers, the benefits should last their entire career. Coaches, players, parents and most importantly, the officials will all benefit from this program.

#### 1.1 DEFINITIONS

- Mentor:** A trusted, respected, experienced and learned counselor/advisor who encourages and inspires the acquisition of knowledge, skill and wisdom of the developing mentoree.
- Mentoree:** An individual who is receptive to guidance in pursuit of their aspirations in acquiring knowledge, skill and wisdom.
- Mentoring:** A collaborative process that counsels guides and assists a Mentoree in the acquisition and development of knowledge, skill and wisdom from a trusted, respected and experienced Mentor.
- Benefits:** Provides officials with the required skill, knowledge and support to promote and sustain higher levels of performance within the officiating field.

#### 1.2 PURPOSE

The purpose of this program is to provide mentoring opportunities to officials. The focus will primarily be on the young, inexperienced officials (in their early years of officiating) working Novice and Atom hockey in the two official system.

#### 1.3 MENTORSHIP vs. SUPERVISION

Some may ask - What is the difference between this Mentorship Program and the D9RA Supervision Program that is already in place.

To clarify:



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- Mentorship:** An informal approach to promote an ongoing relationship for the purpose of personal growth within the roles and responsibilities of an official.
- Supervision:** A formal evaluation and development tool to assess an official's skills and abilities.

### 2.0 DESCRIPTION

#### 2.1 OVERVIEW

Delivery of the program will fall upon the senior, experienced officials who volunteer to become Mentors. Mentors will be partnered with a young official starting their first season. The Mentor will be expected to call in advance of their first game, introducing themselves and ensuring that the Mentoree has the correct information about their first assignment. Arrive earlier than normal to this first game and help the official enjoy their very first experience as an official. Ensure the official is properly dressed and mentally ready for the game. A short pep talk on hustle and desire is appropriate. Complete the game in a teaching fashion without detracting from the game itself. Encourage the Mentoree to read the play, find the correct position and communicate with each other as often as possible. Teach the value of eye contact as a means of communication. After the game follow-up with words of encouragement, some further advice and don't forget to shake hands. The Mentor will follow-up with two additional games or supervisions before Christmas and always be available as a first contact for support or information. Supervision forms are to be completed by the Mentor on the Mentoree after each session and entered into the D9RA Supervision data base.

#### 2.2 THE MENTOR

Mentors will be expected to draw upon their experience to offer guidance and encouragement to a developing official. Some of the areas they may address in this process include:

- The importance of quality officiating for the development of athlete and sport programs.
- The officiating process: what is competent officiating?
- Values and attitudes that show respect for the athletes and sport as an institution.
- A framework to assist the Mentoree to become critically reflective and make enlightened decisions.
- A blend of information on the art and science of officiating.
- The human dimension of officiating.
- Technical/ tactical information to foster the Mentoree's knowledge.
- An understanding of our organization.
- Goals necessary for advancement.

It is imperative that at all times the Mentor provide constructive and positive feedback. Young, inexperienced officials need to work in an environment that allows them to make mistakes and learn



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from them rather than being criticized for making errors. Ensure you bring with you the right mind-set and attitude to your position as a Mentor. The official Mentor gives the Mentoree:

- Vision and insight
  - Advice and counsel
  - Support and encouragement
  - Self-confidence and an improved self-esteem
  - Crisis or error control plans
  - A solid point of reference as a role model.
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- Tasks that will challenge their current beliefs.
  - Opportunities to reflect critically on issues and situations.
  - Make objective decisions.
  - Develop a strong work ethic.
  - Constructive feedback and critical analysis.

### **2.3 THE MENTOREE**

A Mentoree is someone who has the desire, commitment and initiative to expand and develop their expertise and career goals by listening to, learning from and working with a trusted advisor and counselor. A Mentoree has certain responsibilities:

- Dedication toward improving current knowledge and competency level.
- Addressing their individual needs and current abilities.
- Constructing a personal Officiating Development Plan.
- Taking initiative in their development.
- Actively participating in the mentoring relationship.
- Taking full advantage of the training and assistance provided.
- Willingness to accept and follow through on the Mentor's advice.
- Respecting the rules of confidentiality.
- Developing and utilizing the skills of ethical and professional conduct.

### **2.4 EVALUATION**

This program is a developmental tool. An on line Supervision form shall be completed by the Mentor on the Mentoree after each session, for a total of three supervisions on each Mentoree. These supervisions are for the benefit of the Mentoree and they will be treated as separate from the required supervisions a Mentor may be required to complete during the season. This feedback will assist the D9RA Executive Committee in understanding both the positive and negative experiences of those who participated. Hopefully, this information will serve as a guide for future enhancements to the program. Remember the success of this program is directly proportionate to the commitment from all the parties involved.



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*" I don't do great things, I do little things, With great passion."*

*Mother Theresa*