

USA Judo Referee Commission Meeting Minutes – October 31, 2020

I. Roll Call and Introductory Remarks

Attending: Russ Scherer – Domestic Co-chair

Gary Takemoto – International Co-chair

Gary Berliner – Member

Hector Estevez – Member

Dave Smith – Member

David Malek – Assistant to the RC

Ralph Palmer – Assistant to the RC

Keith Bryant – USA Judo CEO

Absent: Raymond Saito – Member

Michael Eldred – Member (Athlete Rep)

Sayaka Torra – Member (Athlete Rep)

II. Scope of RC Activities

A. Domestic (Russ Scherer)

1. Covers recruitment through top level National Referee activities
2. Examples (but not limited to):
  - a. Process Test Site Applications, Referee Certifications, etc.
  - b. Oversee/conduct referee evaluation process
  - c. Develop and publish all USA Judo domestic referee programs, policies, and procedures

B. International (Gary Takemoto)

1. Prepare and assist referees for participation in International activities
2. Examples (but not limited to):
  - a. List all international activities (as they become known) that U.S. referees can attend
  - b. Publish all international trip reports when they are received
  - c. Publish “Lessons Learned” list for international travel (including financial and time requirements for various level events)

III. Establishing and Reviewing RC Policies & Procedures

- A. Review, document & publish all current policies and procedures
- B. Document & publish new policies and procedures as needed (an ongoing task)
- C. Offer a comment period by Referee Corps for major policy changes

IV. Communication

- A. Inquiries – initial acknowledgement and later follow-up if research is required
- B. Annual U.S. Referee Conference? (Similar to 2011 thru 2013?) – *future discussion*
- C. Within the RC – emails, on-line meetings, WhatsApp phone calls, etc.  
*Zoom meetings approximately every two weeks until all is settled, then Once a Month*
- D. Domestic outside the RC
  1. Coordinate with Domestic Co-chair
  2. Emails, “Town Hall” on-line meetings, website posts, phone calls, etc.

- E. International outside the RC
  - 1. Coordinate with International Co-chair
  - 2. Emails, "Town Hall" on-line meetings, website posts, phone calls, etc.
- V. Career Planning
  - A. Responsibility of the Referee with assistance from their Mentor and the RC
  - B. Start with Document (Questionnaire) when they are certified to National level
  - C. RC keeps database (possibly part of USA Judo Referee Info System?)
  - D. Updates by referee and possible in-person reviews w/RC
- VI. Education and Training
  - A. Establish a Task Force for Referee Education and Training
    - 1. Develop program – curriculum, class outlines, presentation methods, etc. for each certification level (local, regional, national) to supplement other established education and training programs in the U.S.
    - 2. Provide on-line consolidated access to classes and reference material – Gary Takemoto and Hector Estevez will contact the PJC RC to see if we can provide links on the USA Judo website (Referee Page) to the PJC Weekly Webinar for Referees as part of the reference material consolidation. We will also pursue other instructional material for the website and/or the USA Judo Referee Information Site.
    - 3. Coordinate/provide on-the-mat training
    - 4. List (dates, location, event info, etc.) of all known education/training events in U.S.
  - B. Potentially incorporate the activity/progress of Task Force #1 (on-line National Referee Test) when it reaches the maintenance phase.
- VII. Evaluation
  - A. Review current system used at Evaluation Sites and written criteria and update as required. We will solicit copies of the various procedures currently being used for potential inclusion in the updated process/procedures.
  - B. Provide training to all evaluators for more consistent evaluations
  - C. Ranking list procedures
    - 1. Candidates for International (IJF-A) and Continental (IJF-B) Tests [this will be a published list] – *Finalized the initial RC comments on the DRAFT proposal and will distribute to ALL active U.S. IJF-A&B, PJC-C and N4 Referees for comments* [Attachment #1]
    - 2. All N4 and above will be listed (in separate categories) – the listed information will be used as the starting point when considering recommendations for event participation and career development [this listing will not be published since it is only a starting point and will change after every event where any referee gains credit – however, the lists will be made available to the affected referees upon request] – *Finalized the initial RC comments on the DRAFT proposal and will distribute to ALL active U.S. IJF-A&B, PJC-C and N4 Referees for comments* [Attachment #2]
  - D. When names are put on the ranking lists (after process is finalized) we will show the breakout of how points were earned.

- E. 2020/2021 (Covid-19) Special Considerations
  - 1. *To determine each Referee's Evaluation Level for 2021:*
    - a. If a referee did not referee at any evaluation event in 2020, their initial 2020 level will be carried into 2021 even though they were not able to meet any of the participation requirements
    - b. If a referee refereed at both evaluation events and met all requirements to upgrade (this is only possible for an N1 referee qualifying for N2 rating), that referee will be advanced to N2 effective 1/1/2021
    - c. If a referee did referee at either (or both) of the evaluation events held in 2020, and did not meet all requirements for upgrade, their evaluations for such events will be carried into 2021 and when they meet all requirements for upgrade (adding their 2020 evaluations to their initial 2021 evaluations), they will be upgraded immediately and will start anew for the remainder of 2021. Thus it might be possible to obtain their upgrade in the 1<sup>st</sup> part of 2021 and if they perform well enough at enough other evaluation events following their upgrade, they could possibly qualify for another upgrade as of 1/1/2022. We will return to the regular annual evaluation cycle on 1/1/22 for anyone so affected.
- VIII. Budget Review and Tracking will be handled by the domestic co-chair in consultation with the international co-chair, with regular reports to the rest of the RC. Due to the Covid-19 Pandemic issues there is no funding available for 2020, but the anticipated budget for 2021 for referee activities is potentially \$30K
- IX. Creating Sustainability
  - A. Review, Document and Publish all current RC Policies and Procedures – a list will be generated and tracked by the domestic co-chair and the RC will conduct the review.
  - B. Involve referees not on the RC in task force activities to groom potential future RC members – this was supported by the RC.
  - C. Adapt to external changes as needed
- X. Status Reports
  - A. Task Force #1 – *On-line National Referee Test* – Good progress was made towards creating the “requirements document” with input from Janet Johnson, Ralph Palmer and David Malek. Team members’ workload changes as a result of the pandemic and USA Judo financial issues have slowed progress and alternate approaches (such as possible hosting of the test and associated materials on existing USA Judo sites) need to be pursued. Russ Scherer will be (at least temporarily) the new RC contact for this task force.
  - B. Task Force #2 – *CARE System Upgrades* – Various team members offered to look at different aspects of this team’s work. Information of systems used by the IJF and other countries will be collected to help scope potential future systems, but significant investment will be required. A shorter term approach will be to upgrade the current systems with newer hardware and possibly software. Some potential hardware improvements have been identified and will be evaluated as time permits. Increased coordination and planning should optimize the use of all team members’ skills and lead

to a more complete understanding of limitations and critical path improvements of the current systems.

- C. Domestic Events – Projected dates and locations have been published for the 4 National Championship Events (*Youth Nationals – 3/13-14 - Salt Lake City, UT*); (*Sr. Nationals – 5/15-16 - Reno, NV*); (*J.O.s - 6/18-20 - Winston-Salem, NC*); (*President’s Cup – 11/21 – Irving, TX*). *Assignments of Chief Referee and Evaluators will be made in a future RC meeting.*
  - D. International Events – *Commencement of some events using the new Covid-19 Competition Protocols have shown that these events can be conducted in a safe manner, although the atmosphere is significantly different.*
- XI. Other Old Business
- A. Status – answers to all e-mail questions about previous actions/lists have been completed except one which will be given following this meeting.
  - B. American Judo Development Model (AJDM) Interaction and Referee Focus – We will use a Task Force to address this issue.
- XII. New Business
- A. RC Advisors – R. Fukuda (call as needed); R. Englert, Jr. (yes, limited to start); additional for international contacts/issues – Propose “International Advisors” to include all U.S. referees on the IJF Roster (currently Bobby Donaldson, Mindy Buehman, and Sharon Landstreet) and in addition Joon Chi, Greg Moore and Gary Berliner – *It was noted that participation as an advisor will not jeopardize their current rostering to officiate on tour.*
  - B. *Potential expansion of RC in 2021 (coach, etc.) was discussed. The concept received support and it was noted that an increase in the percentage of athlete representation on all committees may be required. It also was noted that this would need a USA Judo Bylaws Amendment.*
  - C. John Osako Award – Mark Hirota was selected to receive the 2020 award and Greg Moore was selected as the 2021 recipient. Both awards are to be given during the Opening Ceremonies of the 2021 USA Judo Senior Nationals.
  - D. The RC will look into the desirability and general support for holding an annual weekend referee seminar (perhaps similar to the ones held in 2011, 2012 and 2013). This was suggested by a few of our referees. Further discussion at a future RC meeting.
- XIII. Action Items
- A. *Distribute “Draft Referee Ranking Procedures” to all active U.S. IJF-A, IJF-B and N4 referees for review and comments - [R. Scherer]*
  - B. *Set up and conduct 1<sup>st</sup> “Town Hall Meeting” – Topics: 1) “The Plan Ahead”; 2) “Rating List Process” - The first Zoom meeting (target audience is IJF-A, IJF-B and PJC-C referees) will be set for Saturday, November 14, 2020 (estimated length of 90 minutes) (1PM Hawaii/4PM Pacific/5PM Rocky Mountain/6PM Central/7PM Eastern) [R. Scherer]*
  - C. *Generate and conduct a survey to determine the specific goals, etc. of each referee (National and above) to potentially assist in pursuing those goals. The survey will start with the A’s, then B’s, and so forth.*

- D. List and distribute to the RC all known "Policies and Procedures" for review/update/verification/publishing - [R. Scherer]*
- XIV. Next Meeting – Saturday, November 21, 2020 - (1PM Hawaii/4PM Pacific/5PM Rocky Mountain/6PM Central/7PM Eastern) by Zoom – details to follow from Keith Bryant, CEO.
- XV. Adjournment