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2021-2024 USA Judo Referee Commission - Strategic Work Plan

KEY OBJECTIVES:

- Serve as the premier national judo referee program;
- Oversee and manage the referees approved to participate in the four USA Judo National Judo Championships (Youth Nationals, Senior Nationals, Junior Olympics, and Presidents Cup);
- Review and approve all self-funded referee requests to work international judo events at the Cup or Open level;
- Review, educate and coordinate all selected referees to work events with the Pan American Judo Confederation and those events within the PJC;
- Review, educate and coordinate all selected referees to work events overseen or authorized by the International Blind Sports Association (IBSA);
- Review, educate and coordinate all selected referees to work events overseen or authorized by the International Judo Federation (IJF);
- Oversee, coordinate, and manage national judo referee examinations held throughout the United States as requested by local organizing committees;
- Assist in identifying specific special emphasis needs for refereeing such as, but not limited to recruiting past elite athletes to become judo referees, supporting referee development in under-represented groups in the United States, and help identify geographic areas that need referee development support;
- Coordinate with and utilize the program strengths of the United States Judo Association, United States Judo Federation, other Group A and Group B members of USA Judo to support local/regional referee development and ensure national consistency on training and education. Explore utilization of the American Judo Development Model;
- Pending extra funds available from the USA Judo Referee Commission Budget, provide referee travel assistance for USA Judo approved international events to selected active members in good standing;

- Communicate and coordinate information regarding the national referee program to all active USA referees in good standing;

TOTAL BUDGET: \$30,000 (budgeted for 2021 fiscal year - subject to change depending on USA Judo financial health including Covid-19 Pandemic impact)

RC MEMBER ROLES & RESPONSIBILITIES:

Co-Chairs – Develop, coordinate, and be responsible for overseeing the direction of the USA JUDO Referee Commission and work with the USA Judo leadership and partner organizations to meet program objectives;

Assistants to the Referee Commission – Assist with USA Judo Referee Commission operations at the direction of the Co-Chairs and/or Commission members. The Assistants are not voting members of the RC;

Commission Members - All members will assist with, participate in, and support all activities to meet program objectives.

COMMISSION ROLES & RESPONSIBILITIES:

With full acknowledgement that the USA Judo Referee Commission is an all-volunteer organization, it will be important to be mindful that updates and changes may take time for full program implementation. For those activities that can be implemented quickly and immediately, the Commission will work to take advantage of those opportunities. The goal of the Commission will be to share information and to implement a transparent, inclusive, and well-coordinated program so that all USA referees understand the policies, procedures, and guidance issued by the Commission. In some cases, USA referees, based on their level, may be consulted by the Commission and/or Commission members to seek input to gain additional knowledge or perspective before a policy, procedure, or guidance is put in place. The Commission will reserve the right and ability to issue guidance unilaterally depending on the urgency or criticality of the need.

In order for the USA Judo Referee Commission to be effective in program implementation, and given the volunteer nature of the organization, adequate span of control and delegation to oversee activities is important in order to keep work and activities moving forward. Based on this approach, the Commission will utilize Task Forces on an as needed basis. The Task Forces will be small teams that will sunset after the completion of their specific task, project, or assignment. Task Forces will be overseen by a Commission member with ultimate responsibility and accountability remaining with the Co-Chairs.

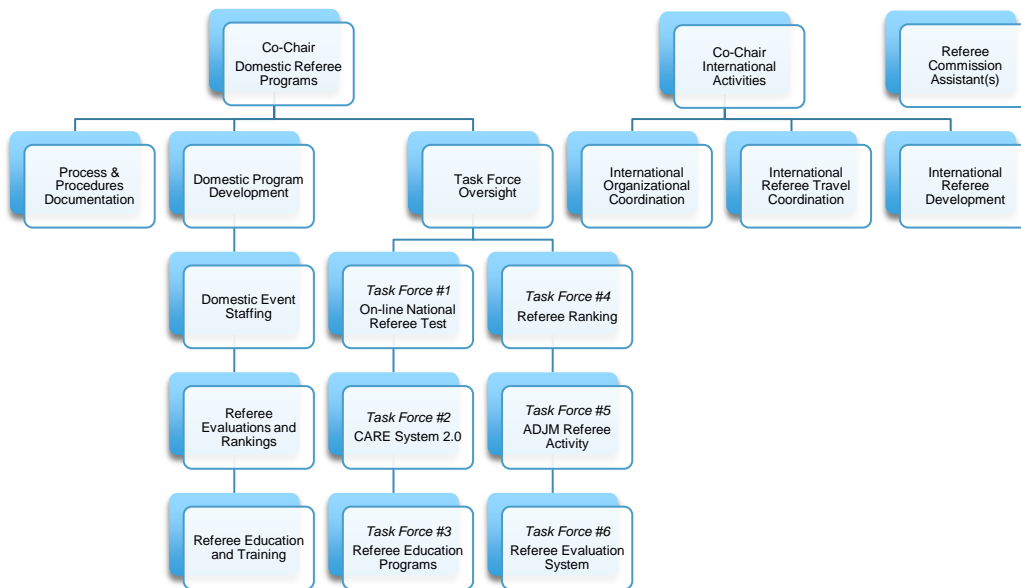
Given the large geographic coverage of the United States and the variety of unique geographic and area specific needs of judo referee development, dividing up roles and responsibilities and partnering with the United States Judo Association, United States Judo Federation and other Group A and Group B members of USA Judo who have viable referee development programs will be critical to overall success as a national program.

The Commission activity falls into two primary areas, Domestic and International. Each Co-Chair will lead the efforts in their respective area. They will coordinate on the functions of liaising with referee development partner organizations and maintaining overall accountability of program implementation to the USA Judo leadership.

The Co-Chair for Domestic Activities will be responsible for overseeing, assessing, and coordinating all domestic programs, including national referee evaluations and examinations being requested throughout the United States and ensuring that USA Judo national championships are officiated at the highest degree of performance possible. This program area will also include, but not be limited to, periodic review of the national referee examination, develop/share/assess training materials for all U.S. referees, analyze the overall effectiveness of the national referee certification program, approve and track expenditures in relation to the budget, provide communication avenues with the U.S. Referee Corps and document Commission policies and procedures.

The Co-Chair for International Activities will be responsible for overseeing, assessing, coordinating and training USA referees for international license advancement. This program area will also include, but not be limited to, coordinating with the international judo organizations to seek and establish training opportunities for advanced referee development, as well as coordinating all referee international travel requests, including both self-selected and selected by the PJC, IJF, or IBSA.

Below is an example organizational representation of the division of duties and roles:



OPERATIONAL AREAS:

COMMISSION COORDINATION

Goal(s): Monitor roles, activities, and assign responsibilities, and provide overall strategic vision and direction of the USA Judo Referee Commission

Actions:

- Assess and utilize data analytics to monitor referee activities such as the number of domestic and international events worked per referee;
- Develop Task Forces to accomplish special program activities and projects for the Commission;

DOMESTIC REFEREE DEVELOPMENT

Goal(s): To provide programs for referee growth, monitor referee evaluations, ensure national judo referee examinations are held in various locations in the United States, assess and oversee the examination system, and monitor and assess national judo referee certification

Actions:

- National Referee Examination - Track the number of referees that successfully pass the national judo referee examination;
- National Referee Examination - Monitor the quality of the national judo referee examination process;
- National Referee Examination - Assess and coordinate needed training for judo referees;
- Review opportunities to streamline and/or digitize the examination process
- Develop transparent national referee ranking system;
- Provide and coordinate communications regarding USA Judo Referee Commission and national judo referee matters;
- Coordinate and assess the status of referee membership to USA Judo (review USA Judo membership, Safesport, Heads-up, and Background Check in coordination with the USA Judo National Office);
- Assign and monitor overall budget expenditures of the Referee Commission, including providing stipends to the working referees at the four USA Judo National Judo Championships.

INTERNATIONAL REFEREE DEVELOPMENT

Goal(s): Seek opportunities for USA referees to participate in world cup or open level international tournaments to gain experiencing refereeing at international tournaments and ensure judo referee officiating and travel opportunities are reviewed and approved by the USA Judo Referee Commission.

Actions:

- Track the number of national referees that obtain IJF Continental or International and/or IBSA referee licenses;
- Track the type of events and overall success of USA referees participating in world cup or open level international tournaments;

- Review ratings and recommend to the RC non-selection events in Pan America and other Continental Open/Cup-level referee(s) participation that may help to improve individual development. Referee participation will be left to the RC for final review and approval;
- Referee Travel Coordination – Ensure effective coordination of international referee training opportunities;
- Referee Travel Coordination - Receive and process for approval and inscription of self-funded international events from USA Judo referees;
- Referee Travel Coordination - Receive and distribute (via website) international event participation reports written by the USA Judo referees;
- Ensure that IJF, PJC, IBSA, or other international referee materials are compiled and distributed for educational purposes;
- Recruit former USA elite athletes to develop into international referees for IJF Continental or IJF International license certification;
- Find and/or develop resources for international and IBSA referee training;

TASK FORCES

Goal(s): Identify and complete special activities and needs for National Referee Program Operations

Actions:

- Task Force #1: National Referee Online Examination
- Task Force #2: CARE (Computer Aided Replay) System 2.0
- Task Force #3: Referee Education Program Development
- Task Force #4: Referee Ranking Process Development
- Task Force #5: American Judo Development Model Refereeing Activities
- Task Force #6: Referee Evaluation Process Development