



The FHSAA Soccer Evaluation Program

2024-2025

FHSAA Soccer Officials Evaluation Program

• Procedure

- To be eligible for the state series, each official must be evaluated at least once every two years.
- The evaluation score received will be calculated into the ranking formula.
- Scoring system. Application of numeric scores.
- If an official has multiple evaluations, the average score of the evaluations will be taken into the ranking formula.
- Each official and/or association is responsible for contacting and scheduling the date/time of each evaluations with one of the FHSAA Certified Soccer Evaluators.
- The evaluations will be done at the expense of the association or the individual official(s) at a rate not exceeding \$90 per crew (including travel cost)
- Once an evaluation has concluded, the evaluator will provide a copy of the evaluation to the contest official(s), the official's association, and the FHSAA. This is done through Arbiter.
- All evaluations must be submitted through Arbiter.
 - *** If an association does not have Arbiter, you will have to use a Excel form for the Eval.***

New Method of Submission

- The Form Submission Process is still a work in progress
- More details will be distributed within the coming weeks
- Either One of two methods for submission will be used:
 1. Using JotForm to submit the results
 2. Inputting results through Arbiter

Changes to the Soccer Evaluation Program

1. Almost all associations will have in-house evaluators to conduct FHSAA State Soccer Evaluations.
2. FHSAA Evaluators will now be able to evaluate officials from their own association and officials from outside associations.
3. Evaluators should attend chapter meetings to discuss the evaluation program.
4. Booking Commissioners (assignors) should let Officials know when an evaluation game is available.
5. FHSAA Evaluators will be asked to conduct unofficial evaluations on an outside association's #1 Crew during the first two rounds of the Regional Tournament.





The Purpose of the Evaluation Program

Identify and encourage excellence

The Purpose of an evaluation program

- A. Discover Excellence
- B. Stimulate Improvement
- C. Give Officials Accurate Data For Reflection
- D. Identify opportunity for improvement
- E. Create an Additional Tool for Future Assignments
- F. Cornerstone for New Officials Ranking System



The Goals of An Evaluation Program

1. To Improve Individual Officials
2. To Rank Order Individual Officials
3. Promote Standardized Mechanics Through the Evaluation Process
4. To Be Consistent
5. Stop the Biasness of the Observers

Essential components



1. Communication Systems

A) Predominantly negative evaluations will result in resistance and denial. (turn negatives into positives)

B) Corrective evaluation must be joined by heavy doses of positive notations, highlighting areas of superior behavior.



2. Recipient Feedback

A) If officials are helpless to respond, to appeal a negative evaluation, they'll feel left out of the process and are likely to resist taking steps to improve.

B) That two-way dimension means that evaluation should come quickly after games. (debrief) It should probably best be delivered personally to permit a legitimate response.

Role of the Evaluator

- 1. Observe: View the officials and their performance, looking for specified criteria. (Position of the evaluator during the game)
- 2. Record: Write down observations using the FHSAA evaluation form.
- 3. Analyze: Make judgments on whether observed actions were desirable or not.
- 4. Have a no more than 20-minute discussion with the crew after the game, (debrief)
- 5. Report: Provide analysis to both the officials themselves and the FHSAA.

How to temper honesty in delivering an evaluation

- 1. Concentrate on establishing a constructive and positive tone.
- 2. Look for ways to develop officials as opposed to tearing them down.
- 3. Arm yourself with solutions.
- (Evaluators must be exceptionally Knowledgeable of NF Rules and FHSAA Policy and Procedure)
- 4. Use the interrogatory method,
- (Ask questions)



The components of delivering an effective evaluation

- 1. Respect
- 2. Honesty
- 3. Consistency
- 4. Help the officials being evaluated stay open to what you're saying
- 5. Do not let one play decide an entire evaluation!

Conclusion

- A successful program should assist an official to discover excellence, stimulate improvement, and give officials accurate data for reflection.
- If weaknesses are discovered, measures for improvement should be provided. You should not give an entire overview off of one play.



NFHS Official Soccer Signals



NFHS Official Soccer Signals



1
Direct free kick
(points in direction of kick)



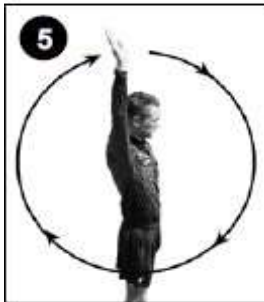
2
Indirect
free kick



3-1
Play On



4
Timeout



5
(Wind-up to start
clock)



6
Penalty Kick
(point to spot),
Goal Kick
(point to goal area)



7
Caution/
ejection



8
Corner Kick
(point to corner)



9
Goal



Pre- Game Mechanics

Pre-Game Mechanics: Officials

- Arrival of Officials
 - 5-1-2 *“The jurisdiction of the officials shall begin on their arrival at the field of play and in immediate surroundings, which shall be no later than 15 minutes prior to the start of the game.”* (A minimum of 30 minutes is recommended)
- **THE OFFICIALS** (See Rule 5)
 - (Summary) Officials shall be **dressed alike** (ref jerseys must **contrast with field player jerseys**)
 - FHSAA State Series Soccer Officials Uniform – all officials must wear the FHSAA State Series Soccer Uniform during all state series games beginning with the district tournament. (This jersey should be worn in games for Evaluation)





Pre-Game Duties

- **On-time arrival**, in proper uniform
- **Inspection** of the field (hazards) ; goals (anchored) and nets (secured); field markings (accuracy); corner flags (safety)
 - **(NOTE: Inspection may be done by officials together, or by individual referees who arrive earlier.)**
- Courtesy **greetings** to home and visiting coaches.
- **Check game balls.**
- **Inquire** about ball holders; official scorer; timer
- Inquire of the home coach/school administrator any needed information regarding **safety issues (weather; field conditions; weather alert systems; location of administrators/security if needed; etc.).**

Pre-Game Duties

- **Utilize pre-game/warm-up time to observe/inspect players for uniform and equipment compliance.**
- **Bring head coaches and captains together** for pregame conference.
 - Make introductions
 - Give **sportsmanship instructions (FHSAA policy)**
 - Request **coaches' assurance of players' proper uniform/equipment:**
- NFHS
- 4-1-4d: Clarifies there is not a limitation on the color of tape or sock worn at or below the ankle.

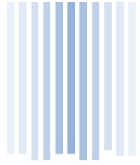
Rationale: Athletes have the flexibility to modify socks within the existing regulations. Frequently, they remove the foot of one sock to layer another underneath, enhancing comfort or grip inside their shoes and fastening the top sock around the ankle. Any tape or similar material used above the ankle must match the sock's color, while at or below the ankle, any color is allowed. Referees are no longer required to oversee socks below the ankle.

- Remind them of **planned hydration break**
- Advise them of **new (significant) rule changes**
- (ie: Use of diagonal system)
- Remind about **official time being kept on the field. (A stadium clock should mirror the official time)**
- Ask for **questions**
- Conduct **coin toss**



Pre-Game Duties

- Do any needed final coordination between officials while team's huddle
- Referees assume start-of-play positions
- Mentally count the players to ensure correct number on the field.
- Center or “head” referee signals start of play.



Start Game on Time

Whistle for teams to be on field in time and make sure proper number of players for each team.



Make sure your referee teammates are ready.



Start in the proper position – Referee left side and a little in front of the kicking team. AR in line with second to last opponent.

- To **start** the game is a long, loud strong whistle
- To **end** the game, three long whistles

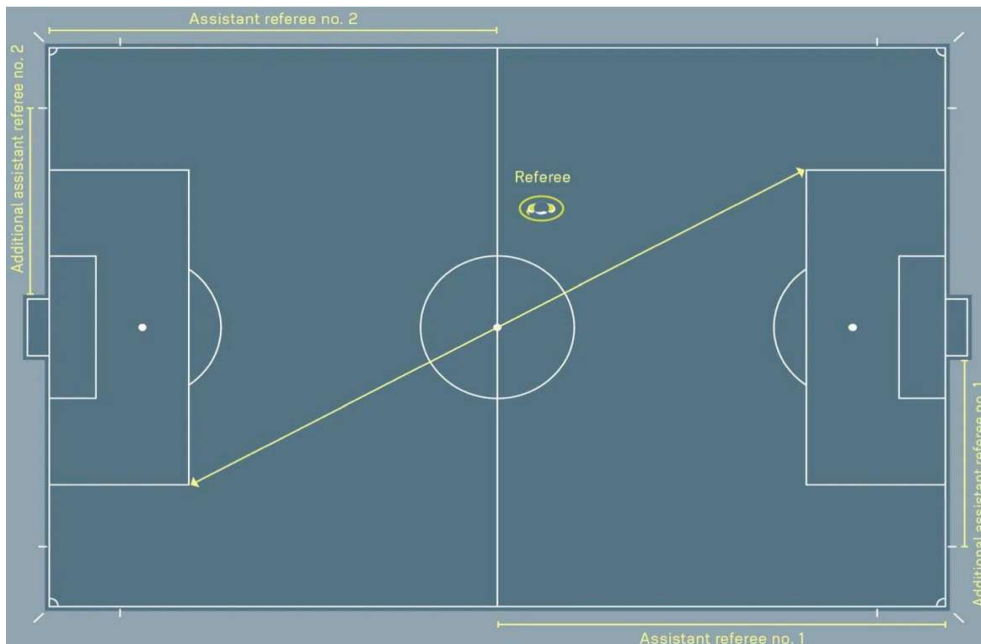


Diagonal System Mechanics

2024-2025

REFEREE & ASSISTANT REFEREE MOVEMENT & POSITIONING

Angles + Proximity
Referee & AR Movement



Referee Diagonal/ AR positioning

Play is in between Referee & AR

Lead AR in Referee's Field of Vision

Referee Stay Towards the Left Side of Play

Close Enough to See Play

AR is generally in line with the second to last defender or the ball, whichever is closest to the goal line.

Whistle

The whistle is needed to:

- **Start** Play
- **Stop** Play
 - For Free Kick or PK
 - Suspend or abandon a match
 - End of each half

The whistle is **NOT** needed to:

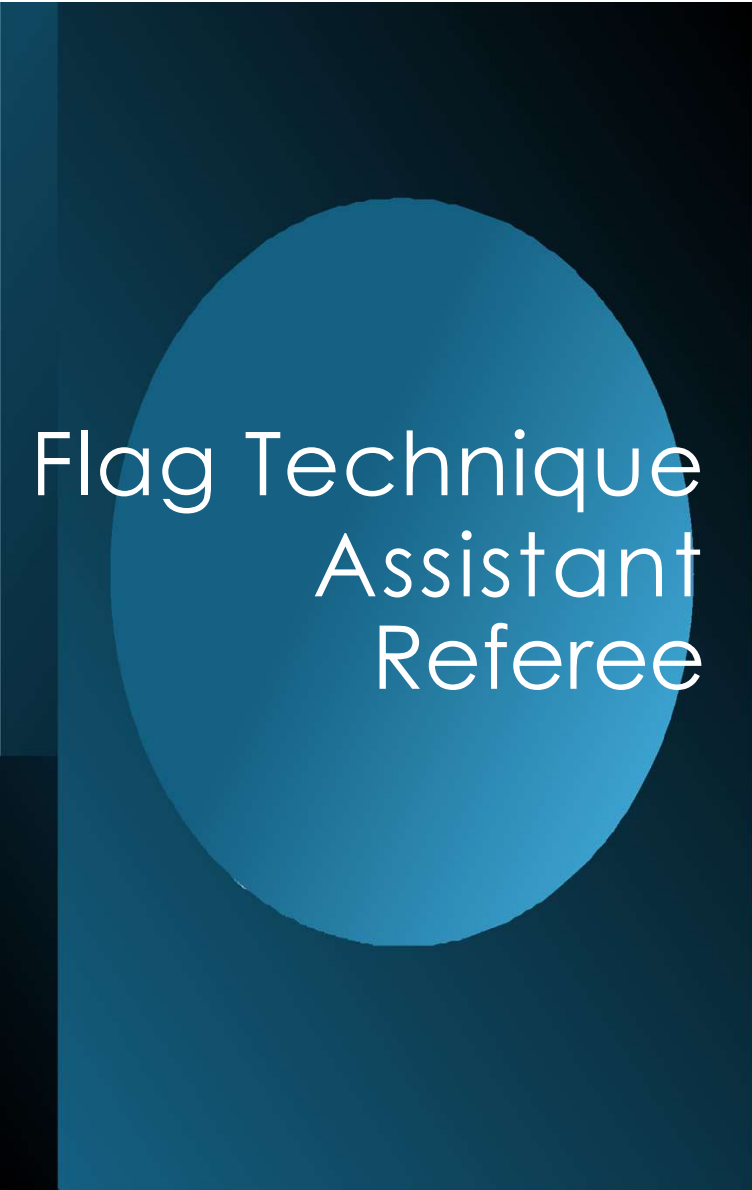
- Stop play for an obvious:
 - Goal Kick
 - Corner Kick
 - Throw-in

Restart Play for:

- Free kicks when distance is required(Ceremonial)
- Penalty Kicks

Restart Play After:

- Caution or sending-off
- Injury
- Substitution



Flag Technique Assistant Referee

The AR's flag must **always** be unfurled and visible to the referee. (flag is toward the field)

This usually means the flag is carried in the hand closest to the referee.



Flag Technique Assistant Referee

When making a signal:

- Stop running
- Face the field of play
- Make eye contact with the referee
- Raise the flag with a deliberate motion
- Use the hand that will be used for the next signal
- If the AR signals that the ball is out of play, the signal must be maintained until the referee **acknowledges** it.

AR Foul Signals

Assistant Referees

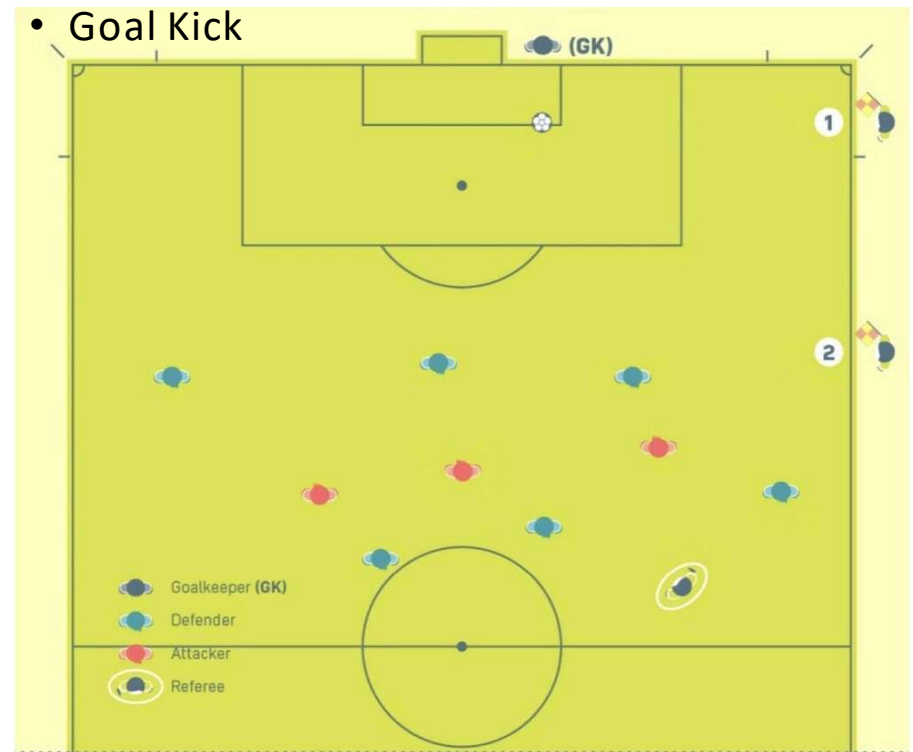
Before signaling for a foul the AR must determine:

- The offense was out of the referee's view or the referee's view was obstructed.
- The referee would not have applied the advantage.
- The flag is raised with a slight "wiggle", then direction for the restart is given.

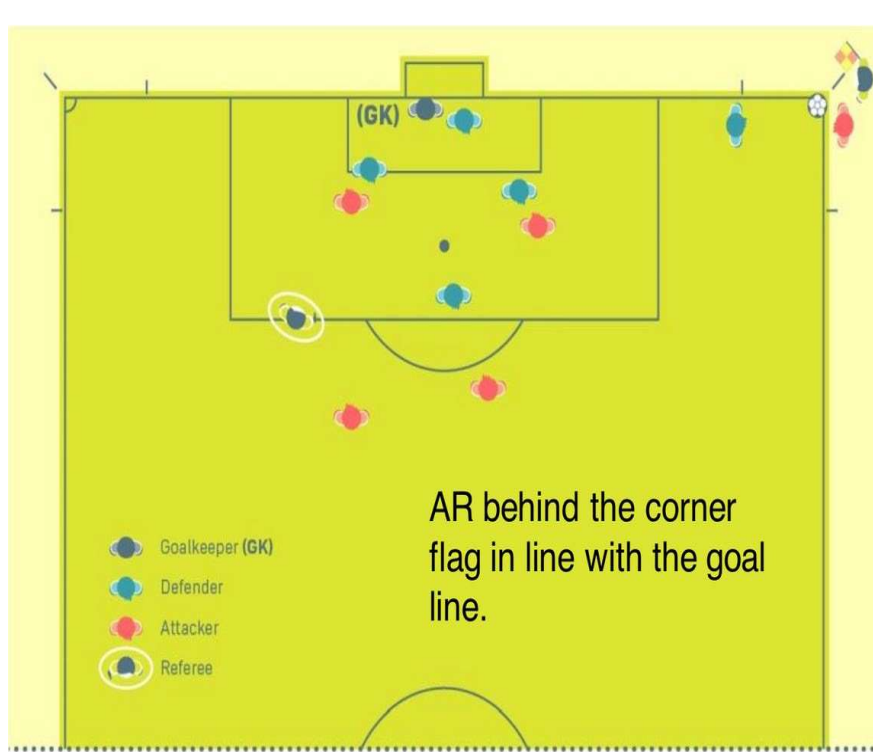
POSITIONING & MECHANICS on Set Pieces & Plays

- Positioning
- Goal Kick

The AR must check if the ball is inside the goal area. If the ball is not placed correctly, the AR must not move from the position and make eye contact with the referee and raise the flag. Once the ball is placed correctly inside the goal area, the AR takes a position to check for offside.



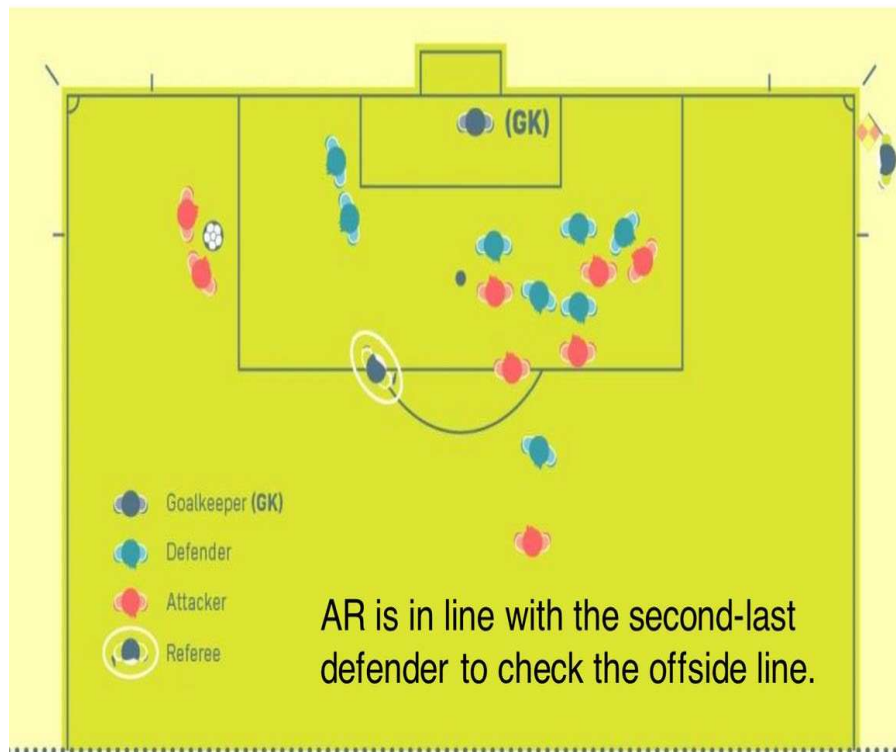
Positioning Corner Kick



•Corner Kick

Positioning

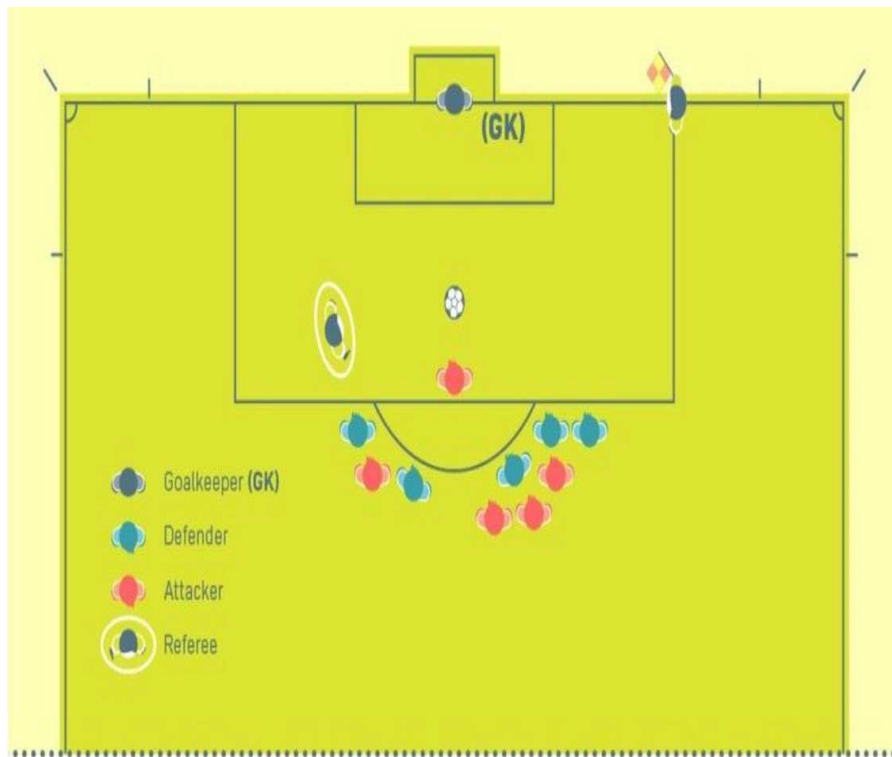
Free Kick



•Free Kick

Positioning

Penalty Kick



- **Penalty**

One AR must be positioned at the intersection of the goal line and the goal area.

Positioning

Goal & No Goal



Goal & No Goal

The referee and assistant referee must make eye contact and the assistant referee must then move

quickly 25–30 meters up field.

When a goal has been scored but the ball appears still to be in play, the AR must first raise the flag to attract the referee's attention then continue with the normal goal procedure after referee whistles to stop play.

Substitutions Referee & AR

The AR moves to the halfway line to assist with the substitution procedure.

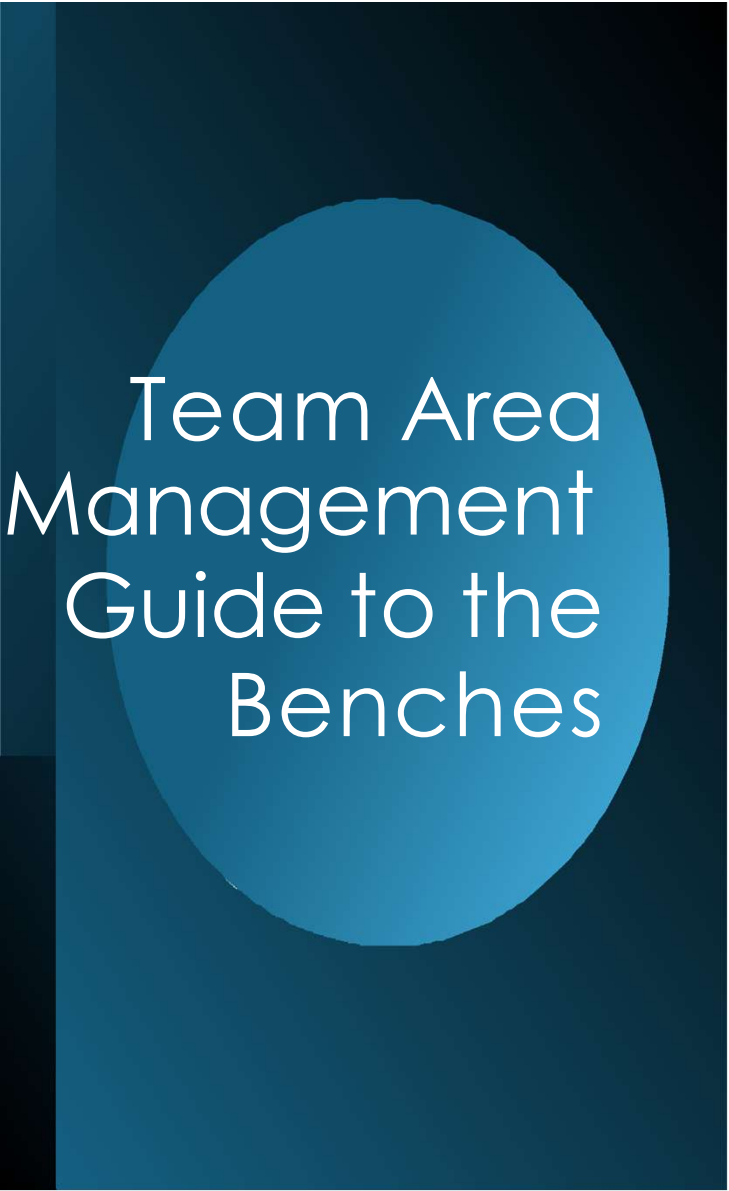
The Referee must wait until the AR is back in position before restarting play.

When the AR is back in position, this signals to the referee that the sub process is properly completed, and play is ready to restart.



Game Management

- Call Simple Fouls.
- Deal with dissent and game disrepute from players and coaches - don't ignore it or it will escalate.
- Apply Misconduct for reckless challenges (**YC**).
- Apply Misconduct for serious foul play (**RC**).



Team Area Management Guide to the Benches

- All personal in the team area must be on the roster.
- Balls put away; players seated unless warming up wearing pennies (no balls for warming up)
- Coaches may give tactical instructions (one at a time), must remain within confines of team area
- If team area is not marked, know the dimensions per NFHS
- Know NFHS/ FHSAA rules that pertain to warning, caution, send-off offenses for team area staff



Fans & Spectators

Referees and ARs do not engage with spectators - if there's an issue with irresponsible behavior from spectators ask the Administrator to address!

- If administrators won't help resolve the issue, please remind them it is their responsibility to ensure a safe playing environment.
- If administrators still won't help or can't resolve spectator misconduct, then abandon the game. If there is an early termination of a game, this is reported to FHSAA via AT-6 Misc.



Evaluation intangibles

Appearance, Judgment & Reactions



Appearance

- The way others view us and form opinions.
- Physical Appearance
 - Size: We will automatically formulate that a large or heavy person can't keep up with the game. (Movement)
 - This is not always true, everyone can't be the same size.
 - We must evaluate on the officials abilities.
- Uniform
 - This must be enforced
 - How it fits the individual, did the crew take the time to make sure everyone is the same.
 - Everyone should get the highest grade on this, NO EXCUSES.



Judgment

- It comes with your personality, some of us have better judgment than others, each has their own type of judgment and the ones who can adjust to different situations usually are the best.
- It can be improved with experience, so new officials should be given an opportunity to improve.



Reaction

- How we handle different situations and the time it takes us to do this.
- Very important trait for great officials. For the most part, the game moves very fast, and things happen at lightning speeds. Other situations build slowly over the length of the game.
- Our ability to handle or defuse these situation is very obvious to coaches, players, officials and spectators.
- This can and does set the tempo of the game, and can cause problem or correct things before the become problems.
- It shows up very quick in a game. Newer officials sometimes struggle with this at first.
- Usually veterans can be spotted quickly and will stand out in a crew based on this trait alone.



All three go
together

- Appearance
 - First Impressions
 - If an official looks great, fit, nice sharp uniform that fits well, shoes are shined, it builds confidence and they are ahead of the game with coaches, players, spectators and evaluators.
- Judgment
 - Shows good judgment in the beginning of the game and it will follow you all the way to the end.
 - Respects the judgment of your crew, and if you don't agree talk about it in private, not on the field.
- Reaction
 - Knows the rules, know the game, know the situations.
 - Pays attention to coaches and players.
 - Uses preventive measures when you can and always enforce the rules.



Soccer evaluation form

Breakdown and Calculations

Who, what, where & why

FHSAA Soccer - Evaluation of Officials

Identification		Official Picture
Evaluator:		
Official:		
Game Information		
Game #:		
Sport & Level:		
Date & Time:		
Site:		
Home:		
Away:		
Position:		

The top section of the evaluation form will contain the following sections:

- Participating Teams
- Game location
- Date of Game
- Association of the Crew
- Officials Name & Field Position
- Match Level

Areas to be Evaluated

Referee:

Match Control (MC)
Interaction with
participants (IP)
Game Management (GM)
Teamwork (TW)
Positioning (PS)
Movement(MV)

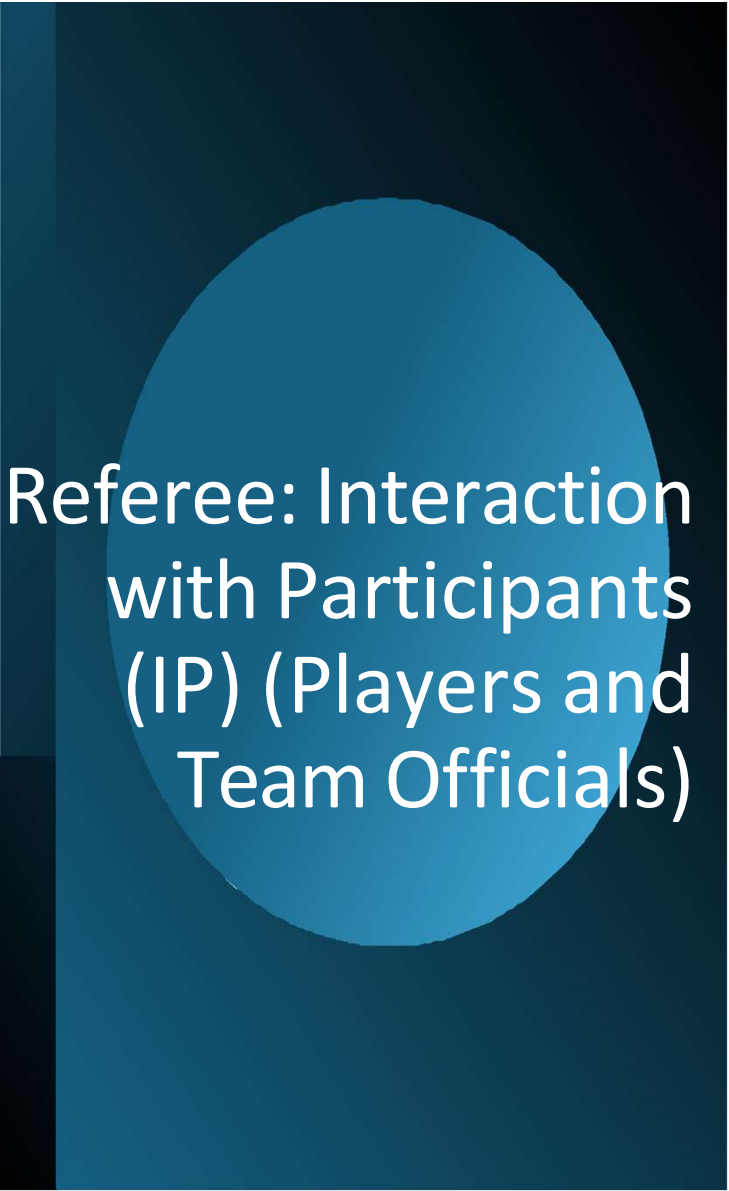
Assistant Referee:

Offside (OS)
Involvement and
Assistance (IA)
Positioning (PS)
Movement((MV)



Referee : Match Control (MC)

-
- • Consistent and credible recognition of foul play
 - • Consistent and credible recognition of cautionable offences (players)
 - • Consistent and credible recognition of warnings /cautionable offences (team officials)
 - • Recognition and management of persistent offences
 - • Use of advantage
 - • Managing the grey areas
 - • Management of mass confrontation



Referee: Interaction with Participants (IP) (Players and Team Officials)

- Used appropriate verbal communication, body language, and mannerisms
- Was open to appropriate communication from participants
- Proactive management of players pushing / pulling prior to the ball put into play
- Recognized difference between frustration and dissent and managed appropriately
- Showed composure and appropriate range of responses to match nature of incident
- Identified changes in game temperature and proactively managed those changes

Referee: Game Management (GM)

-
- Injury management
 - Including correct implementation of head injury protocol, re-entry of treated players, blood
 - Time management
 - Appropriate time given, minimum time played, extension & communication for added events
 - Restart management
 - Including quick/ceremonial free kicks, goal/corner kicks, penalty kicks, throw-ins, dropped balls
 - Wall management
 - Correct distance of defenders from the ball, correct distance of attackers from the wall
 - Signaling according to Rules of the Game
 - Equipment Management
 - Including jewelry, shin guards, socks/tape, visible compression undergarments

Referee: Game Management (GM)

- *Knows and understands the rules. Knows and understands the basic strategy of the game.

- *Having knowledge of the rules. It is an oversimplification to say that knowledge comes from diligent study, in many cases from rote memorization.

- *Officials must be cognizant of the game's total context (i.e. the score, the game situation, the time, etc.)

- *Anticipate what actions are likely to occur.

Referee: Teamwork (TW)

- Acknowledgement and/or overrule of AR assistance
- Including offside, fouls/misconduct, boundary lines
- Appropriate delegation of responsibilities to other crew members Including wall management
- Effective use of eye contact, discreet signals for communication, or electronic communication systems
- Cooperation with fourth official Including fouls/misconduct, injury management, substitutions, team officials misconduct

Referee: Positioning (PS)

- Took positions to achieve good viewing angles
- Including challenges, in and around the penalty area
- Credible proximity to attacking play and/or challenges
- Recognized low/medium and high-pressure tactics and adjusted position accordingly
- Anticipation vs. reaction
- Recognized the breakdown of play and adjusted position accordingly
- Anticipation vs. reaction
- Anticipated drop zone, adjusted position while the ball was in the air, scanned off-ball
- Adjusted body orientation in the attacking third to have open view of penalty area play and lead AR

Referee: Movement (MV)

- Work rate matches the needs of the game
- Stamina levels displayed from beginning to end of game
- Sprinting ability and appropriate use of sprinting to stay proximate to play
- Used explosive movement/visible change of pace/changes in direction (challenges /turnovers / counterattacks)
- Appropriate use of backward and lateral movement (agility) to gain good viewing angles
- Appropriate use of backward and lateral movement (agility) to stay out of active player zones

Assistant Referee AR: Offside (OS)

- Offside (OS)
- Correct identification of routine non-CMI offside offences (flag raised or not raised)
- Correct identification of difficult non-CMI offside offences (flag raised or not raised)
- Appropriately gave the benefit of doubt to the attacking team
- Appropriate application of the "wait and see" principle

AR: Involvement and Assistance (IA)

- Involvement and Assistance (IA)
- Correct assistance with boundary line decisions
- Correct identification of fouls within area of responsibility
- Correct identification of cautionable offences within area of responsibility
- Correct identification of cautionable offences within area of responsibility
- Appropriate switch of focus between offside, boundary line, foul/misconduct
- Appropriate assistance within area of responsibility
- Including player/team official management, wall management, encroach
- Effective use of communication
- Eye contact / discreet signals / electronic systems
- Participated appropriately during mass confrontations
- Appropriate flag mechanics and techniques

AR: Positioning (PS)

- Positioning (PS)
- Correct alignment with second-to-last-opponent or the ball throughout the match
- Credible positioning at goal line to make boundary line or goal/no-goal decisions

AR: Movement (MV)

- Movement (MV)
- Appropriate use of lateral movement
- Including imminent offside decisions and/or maintaining an open view of play
- Reading / Anticipating play and effective use of transitions between lateral movement
- and sprinting
- Appropriate use of explosive movement and sprinting
- Work rate matches the needs of the game
- Stamina levels displayed from beginning to end of game

4th Official: Involvement and Assistance (IA)

- Involvement and Assistance (IA)
- Available to take any position on the team (Referee, Assistant Referee)
- Proactive and preventative management for situations within area of responsibility
- Appropriate involvement and information for fouls and misconduct within
- area of responsibility
- Appropriate involvement and information for incidents out of the view of the referee
- (players)
- Consistent and credible recognition of warnings/cautionable offences (team officials)
- Accurate management of substitution procedures
- Appropriate assistance with injury management
- Including stretcher, medical staff, blood, re-entry of treated players
- Accurate completion of administrative duties before, during, after the match

4th Official: Management of the Team Area (TA)

- Management of the Team Area (TA)
- Was open to appropriate communication with team officials
- Used appropriate verbal communication, body language, mannerisms



Questions?

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