



6.57 HEO Officiating Program Coaching Policy

Purpose

The implementation of this policy will provide officials, referee coaches and administrators with an opportunity to re-examine how we coach officials throughout the Branch. The objective of the Coaching Program is to motivate, guide, support, train, and mentor officials.

General

- 1) Referee Coaches (replaces supervisors) must treat officials with respect at all times before, during, and after providing coaching (replacing supervision). Coaching should provide officials with the opportunity to learn and develop their skills in a positive and safe atmosphere.
- 2) Referee Coaches should come appropriately dressed for the game for which they are providing coaching.
- 3) Unless otherwise directed by the appropriate District RIC, referee coaches must advise an official before the game that they will be coaching them. Coaching an official is an open, honest, and transparent process. For this to be effective, officials should not be surprised to receive a formal coaching session. The objective here is to improve and develop officials not to “catch them” performing in a certain way.
- 4) All Referee Coaches must take a referee coaching course offered by Hockey Eastern Ontario. Coaches that have previously attended the Supervisors course are strongly encouraged to attend the Coaches Course, as a refresher every 3-5 years but will not be required to do so.
- 5) Referee Coaches should be clear and concise when providing feedback to officials. Coaches need to be able to respond in an open and supportive way to officials’ comments and questions.
- 6) Referee Coaches may formally coach an official while working a game on the ice with that official(s); this shall be known as an “In-Game Coaching Session.” This is different than “shadowing” which is reserved for brand new officials where a senior official “shadows” an official on the ice without necessarily completing any formal assessment following the game and does not fulfill any official role during the game. Officials who are “shadowing” new officials may also submit coaching feedback as well, if they wish.
- 7) The introduction of video systems in some arenas (e.g., Hockey TV) has provided the officiating program with the opportunity to complete coaching sessions with officials through the use of video.





Referee coaches may formally coach an official working a game through the use of video; this shall be known as a “Video Coaching Session.”

- 8) It will be the decision of each District, Central, or High Performance program whether to compensate coaches for completing coaching reports on officials.
 - a) Coaches should consult with the appropriate District RIC, League RIC, or other appropriate representative before completing coaching sessions on officials.

Specifications

- 1) Referee Coaches should meet with the crew 10 to 15 minutes before the game to introduce themselves to the officials working the game. This is important to build rapport, answer questions, and help put the officials at ease.
- 2) Coaching feedback and comments should adhere to Hockey Canada policies and procedures for officials as well as the Hockey Canada Rule Book.
- 3) Upon finishing a coaching session with an official, coaches should ensure that the report be submitted into the web service application utilised by the HEO Officiating Program, such as TTM, as soon as possible but no later than 72 hours following the session.
- 4) Referee Coaches may conduct an In-Game Coaching Session as long as the following conditions are met:
 - a) The official is notified before the game that an In-Game Coaching Session will be completed.
 - b) If the official is not notified about the coaching session before the game, the official may still receive a formal coaching session report if they request it from the Referee Coach working the game or agree that a formal coaching report can be completed if suggested by the Referee Coach.
 - c) The Referee Coach must be a more “senior” official than the official(s) being coached as demonstrated by being a higher level and/or having more experience.
 - d) The Referee Coach must be working in the role of a linesperson in the game.
 - i) In this case, the coach can complete an In-Game Coaching Session on the referee and/or the other linesperson. The Referee Coach should only coach both on-ice officials at the





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- same time if they can safely do so while also carrying out their own duties during the game. The completion of on-ice tasks must be the first priority for any Referee Coaches. If, during a game, the Referee Coach deems that they are no longer able to complete both roles (linesperson and referee coach), then they must focus on their linesperson duties and advise the official(s) after the game that they were unable to finish the In-Game Coaching Session.
- ii) An official cannot complete an In-Game Coaching Session on any official if they are assigned to work as a referee (i.e., 3-official or 4-official game) for that game. A senior official may complete an In-Game Coaching Session on an official in a 2-official game provided they are able to adequately coach the performance of the official and also officiate the game.
- e) The Referee Coach can provide feedback to the official(s) being coached between periods.
- i) Referee Coaches are encouraged to keep the feedback short only identifying one thing to improve on between periods while also offering encouragement about things that are going well in the game.
 - ii) Providing feedback between periods can only occur if it does not negatively impact the flow of the game. If there is not enough time between periods to provide feedback, then it should be provided in the dressing room following the game.
 - iii) Feedback should be provided discreetly out of earshot of players so as not to negatively impact the credibility of the official receiving the coaching.

5) Referee Coaches may conduct a Video Coaching Session as long as the following conditions are met:

- a) The official is notified before the game that a Video Coaching Session will be completed.
- b) If the official is not notified about the coaching session before the game, the official may still receive a formal coaching session report if they agree that a formal coaching report can be completed if notified following the game.
- c) The referee coach must arrange a time to chat with the official(s) after the game (e.g., phone call, zoom call, facetime, etc.) to discuss the areas of strength and areas of improvement with the official. Ideally, this call should take place immediately following the game but must take place no later than 24 hours after the game.





- d) The referee coach cannot enter the results of the coaching session into the web service application until after speaking with the official(s) being coached.
- e) The referee coach should identify any limitations they had in completing the coaching session in their report (e.g., problematic camera angle, difficulty in seeing positioning, etc.).
- f) Referee coaches can only complete one video coaching session at a time. They will not be permitted to watch and coach multiple games at the same time.

