

DABOA Basketball Mentoring Program

It is important for certified officials to be actively involved in the evaluation, training, and improvement of uncertified officials. This “giving back” to the Association that has helped to make them successful by participating as a mentor is part of the commitment and dedication necessary to guarantee the future success of not only the Association, but the game itself. Thus, the following items are the foundation of the DABOA’s mentoring program:

1. One certified official should work with one rookie or otherwise uncertified official.
2. Both officials should be from the same hometown to facilitate the ease of meeting with each other and traveling to the weekly officials meetings together.
3. Mentor and uncertified official should:
 - A. Travel to the weekly officials meetings together.
 - B. Sit together at the weekly officials meetings.
 - C. Meet together twice a month, not including weekly officials meetings, for rules study and discussion until the test is taken.
 - D. Meet together once a month, not including weekly officials meetings, after the test is taken. The purpose would be rule discussions, case book examination, mechanics clarifications, and discussion of self-improvement opportunities.
 - E. Work A, B, C, and freshman level games together where appropriate.
 - F. Determine 2-specific items that will be focused on for improvement at each game officiated.
 - G. Allow the uncertified official to “referee” some games later in the season where appropriate.
 - H. Attend other basketball games together to observe the officials working the games.
 - I. Solicit evaluation input from another certified official to obtain a different perspective.
 - J. At the end of the season, the uncertified and certified official should sit down together and develop a written Personal Improvement Plan (PIP) and submit it to the Association. This PIP will provide a basis of improvement in the off-season for the uncertified official.
4. Mentor and uncertified official activities. Together, the two officials should:
 - A. Identify in writing the officiating strengths of the uncertified official.
 - B. Identify in writing the officiating opportunities to improve of the uncertified official.
 - C. Utilize video capabilities in game situations at least twice a season to identify the strengths and opportunities to improve, especially in game mechanics, signals, and floor coverage.
 - D. Evaluate the uncertified official in the following areas:
 - a. Uniform and personal appearance
 - b. Whistle use
 - c. Signals
 - d. Floor mechanics – stress 2-person mechanics at this point
 - e. Jump-ball toss to begin game
 - f. Rule knowledge
 - g. Rule application
 - h. Emphasizing and improving sportsmanship
 - i. Maintaining control of the game
 - j. Pre-game conference with coaches and captains
 - k. Interaction with coaches

- l. Handling of unsporting conduct, ejection, and technical foul situations
- m. Continuous improvement on a personal level

Mentoring Philosophy - The following items should underlie the entire interaction between the mentor and the uncertified official:

1. The mentor should be asked to accept this responsibility rather than just appointed. This responsibility must be something the mentor wants to do and will be committed to.
2. While mentoring, the mentor should observe the appropriate teaching/learning techniques and officiating leadership behaviors:
 - A. Be the appropriate officiating role model and maintain the “keeper of the game” image.
 - B. Set the appropriate tone and example in both word and deed and be a worthy officiating example.
 - C. Use positive reinforcement techniques rather than be negative where appropriate.
 - D. Provide feedback as soon as possible, not later in the week.
 - E. Be encouraging, supportive, and facilitating.
 - F. Share behavioral expectations.
 - G. Set realistic goals, with timelines, and level of performance desired.
 - H. Set high personal standards of excellence, ethics, and sportsmanship in a manner becoming a professional person.
 - I. Encourage the observance of both the spirit and letter of the rules and ethical conduct on all occasions to establish character development expectations.
 - J. Foster a spirit of sportsmanship, fair play, and provide an even playing field to ensure fair and equitable competition.
 - K. Be a partner in a spirit of harmony and cooperation on the same side with all other stakeholders to provide a positive athletic experience.
 - L. Be committed to improving the sportsmanship and behavior of all participants to enhance the athletic and educational experience.

Note: When the uncertified official passes the test, let’s make a BIG deal out of it. The official should be brought-up in front of the members at a scheduled weekly meeting and awarded the IAABO patch by the mentor. As a reward, the DABOA might purchase a one-year’s subscription to *Referee* magazine for the newly certified official. All of the hard work, hours of traveling, and hours of thought and study should be acknowledged and rewarded in some way.

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