

# SSNZ Judge Development Framework



## Vision

More and better Judges that strive for learning and development in order to meet the needs of the sport

## Core values

Collaboration	The SSNZ Judges' Community is very small; sharing, networking and collaboration amongst Judges are key factors for learning and development
Accessible and flexible	Any judge, no matter whereabouts in the country, should have access to development opportunities
Judge-centered	We need to know the needs and interests of our judging community to cater development opportunities that met them.
In sync	The framework should align to the SSNZ Strategic Plan

## Understanding SSNZ Synchro Judging Communities

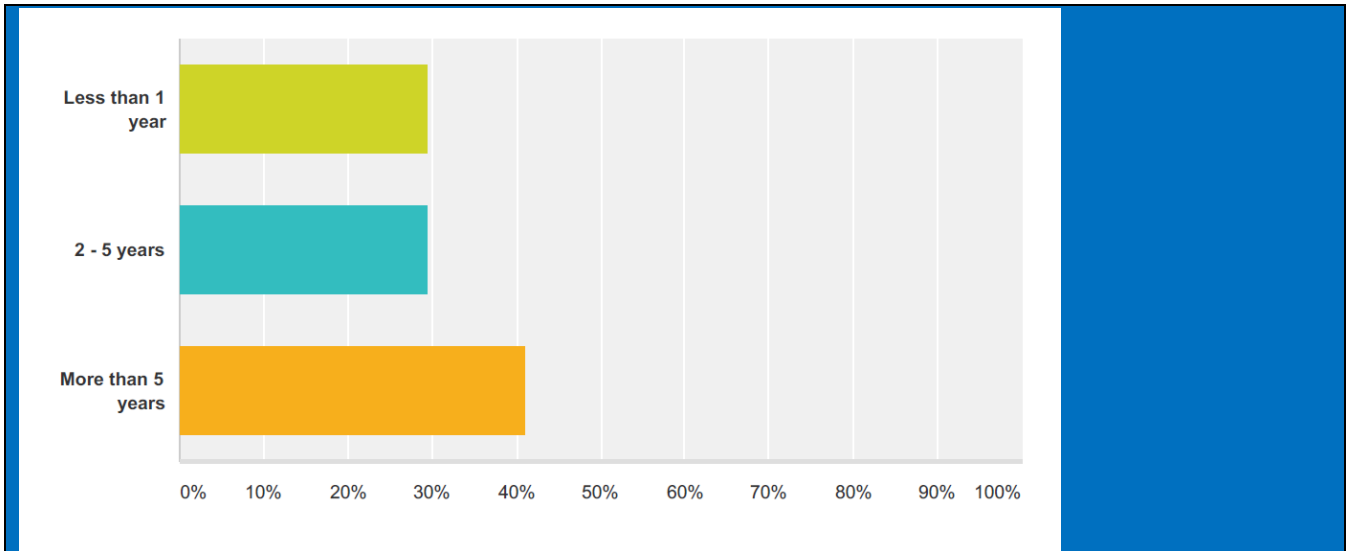
Judging Community	Judging Opportunities	Who the Judges Are	Ideal Judge for this Community will....
Basic	North Islands South Islands National Championships Club figure competitions Regional Figure Competitions	Senior swimmers Former swimmers Parents	<ul style="list-style-type: none"> <li>• Nurture a love of sport and active recreation</li> <li>• Focus primarily on fun, participation and skill development</li> <li>• Understand the need for effective feedback to coaches</li> <li>• Understand that they are in the business of encouraging not only better young athletes and coaches, but better young people and coaches</li> <li>• Have a sense of working in a wider judging community with similar goals</li> </ul>
Intermediate / Senior	Judges that continue in through the years of are often those parents whose children continue in the sport, and/or those who take opportunities to judge outside of New Zealand  Oceania Championships  Australian Nationals  International competitions  Regional Clinics  FINA Schools  FINA Clinics	Senior swimmers Former swimmers Parents	<ul style="list-style-type: none"> <li>• Nurture a love of Synchro and other sports and physical activities.</li> <li>• Focus on development of ability and level and continuous learning.</li> <li>• Have a clear understanding of the FINA judging criteria.</li> <li>• Prepare fully before each competition</li> <li>• Understand the need for effective feedback to coaches</li> <li>• Understand that they are in the business of encouraging not only better young athletes and coaches, but better young people and coaches</li> <li>• Have a sense of working in a wider judging community with similar goals</li> <li>• Have respect for other judges opinions</li> <li>• Give clear feedback to coaches and participate in judge discussions</li> <li>• Be willing to contribute financially to further judging opportunities and experience</li> </ul>

Judging Community	Judging Opportunities	Who the Judges Are	Ideal Judge for this Community will....
Advanced	<p>Will carefully follow all judge protocols</p> <p>Will act professionally at all times</p> <p>Will be aware of bias</p> <p>Oceania Championships</p> <p>Australian Nationals</p> <p>International competitions</p>	Senior swimmers Former swimmers Parents	<ul style="list-style-type: none"> <li>• Nurture a love of judging and being the best you can be</li> <li>• Focus on continued learning and decision making in a competitive environment</li> <li>• Understand the need for effective feedback to coaches</li> <li>• Understand that they are in the business of encouraging not only better young athletes and coaches, but better young people and coaches</li> <li>• Understand the role of a judge and</li> <li>• Develop a wider sense of sporting ethics</li> <li>• Carefully follow all judge protocols</li> <li>• Act professionally at all times</li> <li>• Be aware of bias</li> <li>• Give clear feedback to coaches and participate in judge discussions</li> <li>• Have a sense of working in a wider judging community with similar goals</li> </ul>
Advanced /Senior	<p>Regional Clinics</p> <p>FINA Schools</p> <p>FINA Clinics</p> <p>Oceania Championships</p> <p>Australian Nationals</p> <p>International competitions</p> <p>FINA List</p>	Senior swimmers Former swimmers Parents	<ul style="list-style-type: none"> <li>• Nurture a love of judging and being the best you can be</li> <li>• Understand the need for effective feedback to coaches</li> <li>• Understand that they are in the business of encouraging not only better young athletes and coaches, but better young people and coaches</li> <li>• Focus on becoming FINA List Judge</li> <li>• Understand the levels of various competitions</li> <li>• Develop a wider sense of sporting ethics</li> <li>• Ability to work with a range of professionals (referees, officials, other judges, competition organisers)</li> <li>• Continue appropriate sequenced development opportunities and seek guidance if required</li> <li>• Have a sense of working in a wider judging community with similar goals</li> </ul>

**Where are we now?** The great majority of our Judges expressed the view that a Judge Development Framework is important and needed so we conducted a survey.

**SSNZ Judges Survey, 2016 (17 participants)**

**How long have our judges been judging for?**



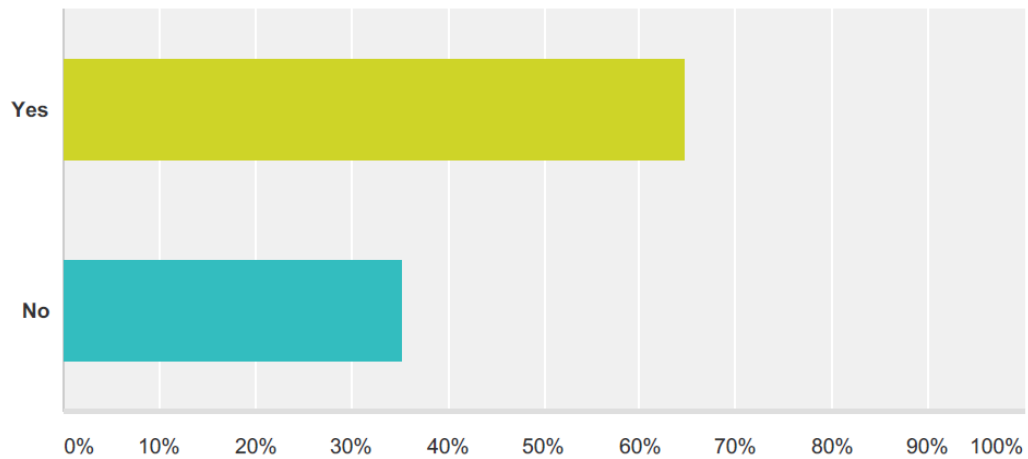
**Conclusion:** From this graph we can infer that the great majority of the NZ Synchronised Swimming Judges continue for less than five years.

**What Judge training have you done over the years?**

Answer Choices	Responses
Judging training at Club level	88.24% 15
SSNZ Judging training	47.06% 8
FINA Judging Clinic	52.94% 9
FINA Judges School	35.29% 6
Judging training overseas (not delivered by FINA)	29.41% 5
None	5.88% 1
Other	5.88% 1
<b>Total Respondents: 17</b>	

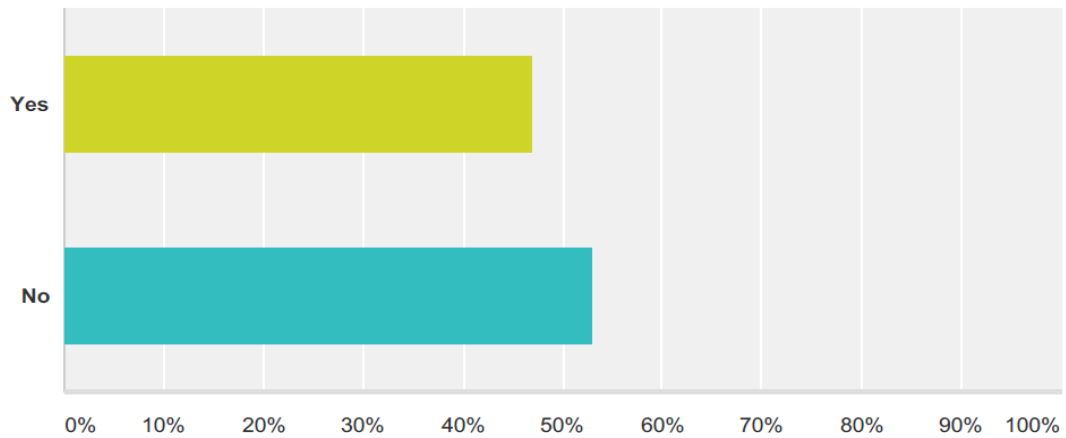
**Conclusion:** Most judges have done some training at Club level. We have barely 50% who have attended FINA judge clinics or schools. However we have 30% who have attended overseas non-FINA judge training. .

## Awareness of FINA Judge and Referee Pathways



**Conclusion:** From this graph we can infer that the majority of the NZ Synchronised Swimming Judges are aware of the pathways

## Understanding of FINA Official pathway



**Conclusion:** There needs more work around the pathway opportunities for Officials.

To have a better understanding of our Judges’ development needs, we asked them in which areas they would like Judge Development to focus on:

### What goals do you have as a judge / official / referee ?

Answer Choices	Responses
I am happy to remain as a judge/referee at SSNZ Regional and National competitions, but I would really like to continue to develop my judging with further training.	41.18% 7
I am happy to remain as a judge/referee at SSNZ Regional and National competitions, but cannot commit to further training.	11.76% 2
I would like to be a FINA G judge	11.76% 2
I would like to be a FINA B judge	0.00% 0
I would like to be a FINA A judge	29.41% 5
I intend to retire from judging in the next 12 months	11.76% 2
I am not sure	29.41% 5
<b>Total Respondents: 17</b>	

**Conclusion:** It is encouraging to see that many would like to continue onto the FINA List.

### We asked our Judges how they learn best - references for continued learning

Answer Choices	Responses
Online training	52.94% 9
Judges' workshops / clinics	76.47% 13
FINA clinics	52.94% 9
FINA Judges School	41.18% 7
Informal training (e.g. working alongside a club/coach and practicing judging with swimmers during training)	52.94% 9
Be mentored by a more experienced judge	58.82% 10
Other	5.88% 1
<b>Total Respondents: 17</b>	

**Conclusion:** Online training is not very popular – face to face clinics, schools, workshops are well attended. At club training alongside coaches is working well.

Following this research, and with discussion with clubs and current judges, the SSNZ Judge Development Framework was developed on the following pages.

## SSNZ Judge Development Framework - Structure

The framework should provide horizontal and vertical development opportunities for new and existing Judges from the NZ Synchro community.

### **Growing Judging Community**

#### **1. SSNZ Intro to Synchro Swimming Judging Course**

Purpose: To provide anyone interested in judging with an introduction to the knowledge, skills and understanding of safe and ethical principles for effective judging practices in synchronised swimming.

Format: Theory sessions

Who should participate? Ideal for anyone new to synchro or judging who are thinking of becoming a judge with SSNZ, and any other judge level who wishes to contribute. Participants include parents, and Synchro swimmers.

Duration and delivery: 2 - 3 hour course delivered by SSNZ to clubs. **10 June 2017 – at North Island comp –early morning start, 17 June 2017 – at South Island comp – early morning start.**

Key contents covered:

- Fundamental judging information, ethics, protocols, where to find information, synchro skills including: basic positions, basic sculling and propulsion techniques, basic figures and routine skills.

Pre-requisites: No previous synchro or judging experience required.

Accreditation: To be discussed.

Resources:

- Intro to Synchro Judges manual / FINA Book / Rules
- Basic Synchro skills

Costs: To be discussed and defined

Timing: This course will be ideally offered at least once a year at each club/region – usually with North and South Islands.

#### **2. Growing Judges**

- Targeted at youth Judges(16+ years old) and parents / supporters
- Generic judging content delivered existing senior judges.
- Sport Specific component delivered/supported by SSNZ or identified Regional Judges.

The programme consists of:

1. **Weekend Workshop (2 days) for Judges (one in each island) during end 2017 combined with FINA coach Clinic specifically – new FINA figures and technical elements.**
2. Self education using content and resources on the **SSNZ website, SSNZ Facebook page and FINA website.**

*SSNZ Role – SSNZ will need clubs to help promote this programme across their Judges and potential future Judges and will liaise with the clubs to organise synchro-specific judge development and judging opportunities . SSNZ Role – SSNZ will develop the course's content and resources (by end 2017) and will ensure at least one course is delivered in each Island from 2018 onwards.*

### 3. SSNZ Intermediate Synchro Judging Course

Purpose: To provide the knowledge and skills to Judge at national and international competitions.

Format: Theory and practical sessions. This course will consist of 4 modules:

1. Judging figures
2. Judging Routines – execution, artistic impression, difficulty
3. Judging technical elements
4. Ethics and protocols
5. Pathway / opportunities

Who should participate? Judges wanting to judge at National and international competitions, and/or willing to deepen their judging skills and knowledge.

Duration and delivery: Each workshop will be at least one day depending on course content.

#### **Module 1 – Judging Figures**

Key contents covered:

- As per FINA Judges Manual

#### **Module 2 – Judging Routines**

Key contents covered:

- As per FINA Judges Manual

#### **Module 3 – Technical Routines**

Key contents covered:

- As per FINA Judges Manual

#### **Module 4 – Ethics and Protocols**

Key contents covered:

- As per FINA Judges Manual

Pathways – SSNZ and FINA

Pre-requisites: Judges would be expected to have the FINA Judges Manual and the FINA Rules. .

Accreditation: To be discussed. Suggest: Shadow Judge

1<sup>st</sup> North / South Islands

1<sup>st</sup> Nationals

1<sup>st</sup> International

Resources:

- FINA Judges Manual
- E-learning resources (videos, etc)

Costs: To be discussed and defined

Timing: Ideally each module will be offered at least once a year, aiming to alternate islands.

*SSNZ Role – SSNZ will develop the modules' contents and resources during 2017 and offer the modules from the beginning of 2018. **End of 2017 there will be a judges clinic along these lines held with coaches clinic.***

#### **4. FINA Synchro Judging Clinic/School**

Purpose: To provide the knowledge and skills to Judge at national and high level international competitions and aim for registration on the FINA List.

Format: FINA Presenter

Who should participate? Judges wanting to judge at international competitions, and/or willing to deepen their judging skills and knowledge , perhaps with the aim of registration on the FINA List.

Duration and delivery: 1-3 days.

Pre-requisites: Judges would be expected to have completed Intermediate Course and have judging experience.

Resources:

- FINA Judges Manual
- E-learning resources (videos, etc)

Costs: To be discussed and defined

Timing: As per FINA guidelines – SSNZ will bid for and offer the schools/clinics where possible..

*SSNZ Role – SSNZ will bid for a FINA Judging School to be held in 2018.*



## ***Judging Community***

### **1. Basic / Intermediate / Advanced Judge Programmes**

Purpose: To provide support to performance Judges in their personal and professional development.

Format: Club based, Island Based, National Based delivery of clinics from existing SSNZ judges, regular FINA clinics, possible support to attend overseas FINA training.

Who should participate? Judges need to be nominated by the clubs for these programmes. Synchro New Zealand will offer this opportunity to the Judges', aiming to have one Judge nominated per year.

*SSNZ Role – SSNZ will identify potential Judges and will nominate them for possible financial assistance. When possible, and budget dependent, SSNZ will contribute towards any fee.*

### **2. FINA Development Judging Clinics**

Ensure that during the FINA Judging Clinics, time and resource is put aside for the Judges to have one-on-one time with high-profile international Judges.

## ***Across all Judging Communities***

### **1. Regional “Generic Judging” development opportunities**

- Develop and strengthen relationships with SSNZ to provide the Basic Synchro Judges community access to national generic development opportunities.
- Develop a contact list for all Judges with club and judges contact details

### **2. SSNZ Judges Facebook Page**

Maintain a Facebook Page for Judges to share learning resources, ideas and support

### **3. Bi-annual SSNZ Judges Convention**

Aim to establish a bi-annual SSNZ Judges learning and development convention.

### **4. FINA Development Judging Clinics**

Explore opportunities to host FINA Judges Clinics on a regular basis.

### **5. Mentoring opportunities**

Identify key leaders in the judging community that would be keen and prepared to offer mentoring to other Judges'. Design a mentoring programme and provide training to the mentors.

## Judge Development Framework 2016 – 2020 Plan

	2016	2017	2018	2019	2020
<b>General</b>	Analyse survey results Design Framework: vision, beliefs, structure	Review investment plan. Reflect on education delivered. Reflect on numbers	Review investment plan. Reflect on education delivered. Reflect on numbers advancing to FINA List	Review investment plan. Reflect on education delivered. Reflect on numbers advancing to FINA List	Review investment plan. Reflect on education delivered. Reflect on numbers advancing to FINA List
<b>Basic Judging</b>	Promote <b>Growing Judges</b> amongst younger Judges and parents at clubs  Invest in developing content and resources for the <b>SSNZ website and Facebook page.</b>	<b>Short Workshop for Judges (one in each island) at North &amp; South Islands</b> , specifically targeted towards the beginner and NZ judging realities  <b>Weekend Workshop for Judges (one in each island) during second half 2017</b> specifically – <b>new FINA figures and technical elements (this is alongside a coach clinic)</b>  Continue developing content and resources for the <b>SSNZ website and Facebook page – new FINA figures and technical elements</b>	Deliver one <b>SSNZ Intro to Synchro Swimming Judging Course</b> in each island  Deliver “judging figures for beginners” alongside coaches <b>extension module</b> and develop better understanding of figure judging	<b>Weekend Workshop for Judges (one in each island) during first half 2019</b>	Deliver one <b>SSNZ Intro to Synchro Swimming Judging Course</b> in each island  Deliver “judging figures for beginners” alongside coaches <b>extension module</b> and develop better understanding of figure judging
<b>Intermediate Judging</b>	Invest in developing content and resources for the judges education	Invest in developing content and resources for the judges education	Invest in developing content and resources for the judges education	Invest in developing content and resources for the judges education	Invest in developing content and resources for the judges education
<b>Intermediate/Senior Judging</b>	Continue with self evaluation of competition raw scores Apply to FINA for a Judges School for 2018	Apply to FINA for a Judges School for 2018	Host a FINA School	Apply to FINA for a Judges Clinic to be hosted in 2020	Host a FINA Judges Clinic.
<b>Other initiatives</b>	Establish relationships with Club Judge liaison Start developing a <b>mentoring programme</b> for Synchro Judges	Start planning possible 2018 <b>SSNZ Judges Convention</b>  Continue developing a <b>mentoring programme</b> for Synchro Judges	Host a <b>SSNZ Judges Convention</b> at the end of 2018  Provide training to potential mentors and offer the <b>mentoring programme</b> to targeted Judges’.	Continue to offer <b>mentoring</b> to Judges Start planning possible 2020 <b>SSNZ Judges Convention</b>	Host a <b>SSNZ Judges Convention</b> at the end of 2020.