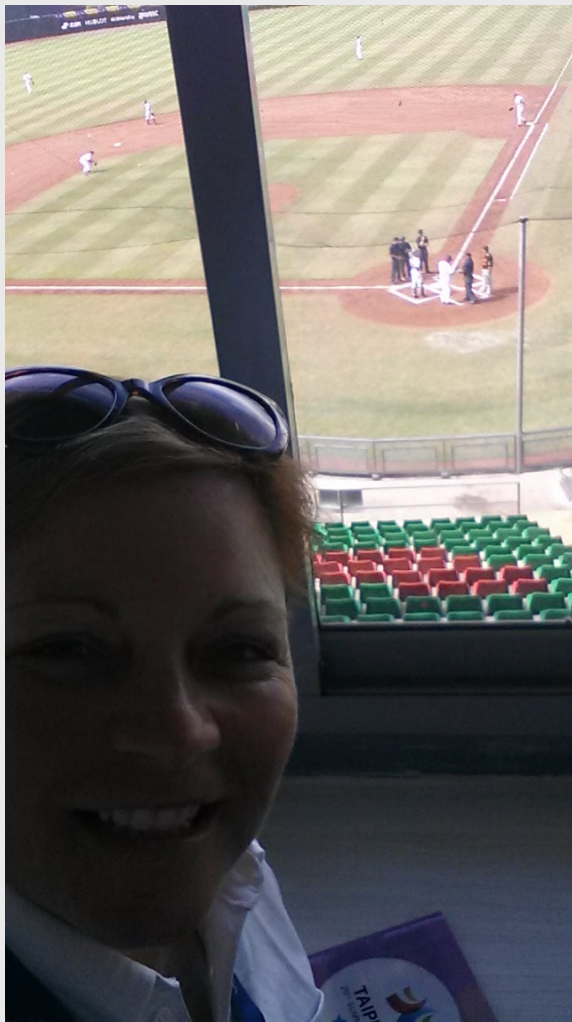


# An Evaluator's Perspective

Sharing knowledge and experience from an evaluator's perspective, providing tips and strategies on giving evaluations and for umpires receiving evaluations. Insight for umpires to self-analyze their own officiating, set goals and take advantage of resources and opportunities available.







# Honouring the Land and Territory



Halton as we know it today is rich in history and modern traditions of many First Nations and the Métis. From the Anishinabe to the Attawandaron, the Haudenosaunee, and the Métis - these lands surrounding the Great Lakes are steeped in Indigenous history.

As we gather today on these treaty lands we have the responsibility to honour and respect the four directions, land, waters, plants, animals, ancestors that walked before us, and all the wonderful elements of creation that exist.

We would like to acknowledge and thank the Mississaugas of the New Credit First Nation for sharing their traditional territory with us.





# Lisa Turbitt – WBSC, Baseball Canada, Baseball Ontario



- WBSC Baseball Umpiring Commission
- 2020 WBC Qualifier: Umpire
- 2019 WBSC Clinic – San Jose, California: Instructor
- 2019 – WBSC Umpire Director: U12
- 2018 – WBSC Umpire Director: U15
- 2017 – WBSC Umpire Director: University Games
- 2016 – WBSC Umpire Director: Women's World Cup
- 2004/2006/2012 – Umpire: Women's World Cup
- Baseball Canada Master Course Conductor
- Baseball Canada National Championships: Umpire/Supervisor







# S – C – L

## SELF

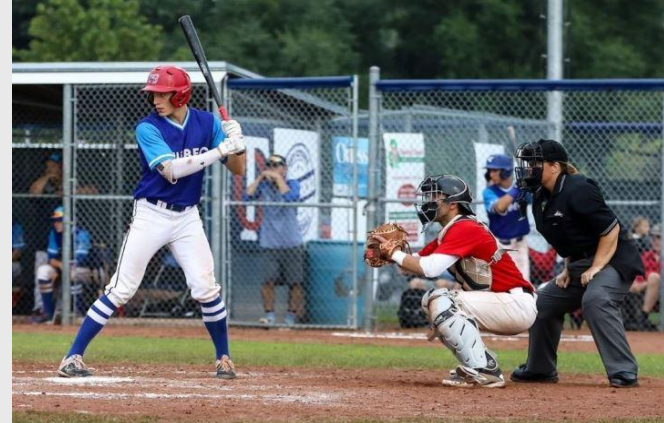
- Self Reflection/Analysis
- Goal Setting
- Accessing Resources

## COLLEAGUES

- Work with a Mentors/Colleagues
- Watch/Observe others
- Ask questions, learn from their experience

## LEADERS

- Supervisors
- Evaluators
- Umpire Directors





# Umpire





## SELF – Analysis, Reflection and Goal Setting



# Dream Big



# SELF – Keep a Journal or Log – Write it Down





# SELF – Set SMART Goals, Review, Revise



## ONTARIO CUP GOAL SETTING

### PROFILE

STRENGTHS	AREAS FOR DEVELOPMENT

### PERSONAL GOALS

GOAL 1:	
ACTION PLAN:	
MEASUREMENT:	
GOAL 2:	
ACTION PLAN:	
MEASUREMENT:	
GOAL 3:	
ACTION PLAN:	
MEASUREMENT:	

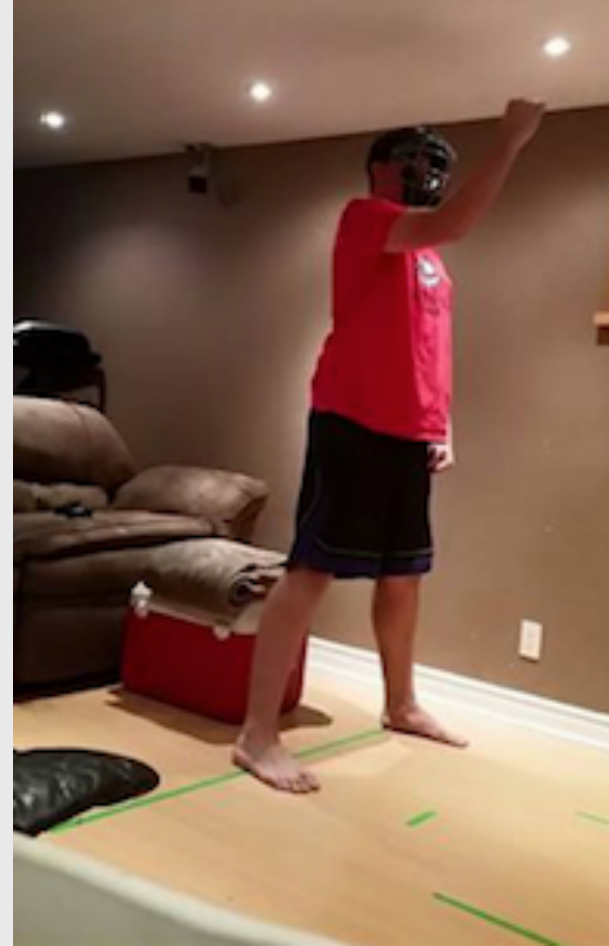


## Ontario Cup - Goal Setting

	Areas for Development
achieve this goal):	   
achieve this goal):	   
achieve this goal):	   
Measure of Success:	



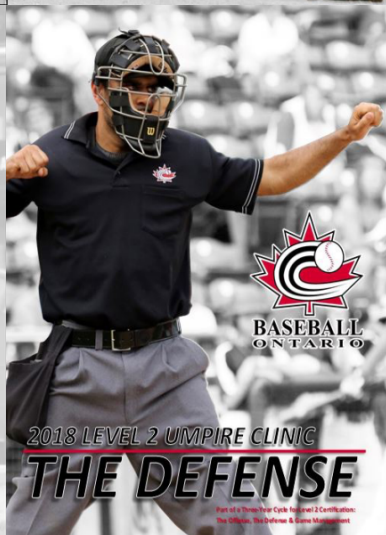
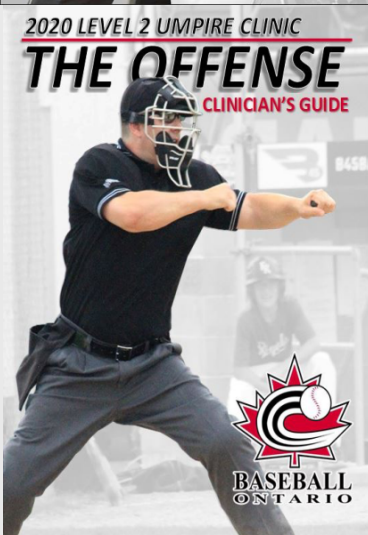
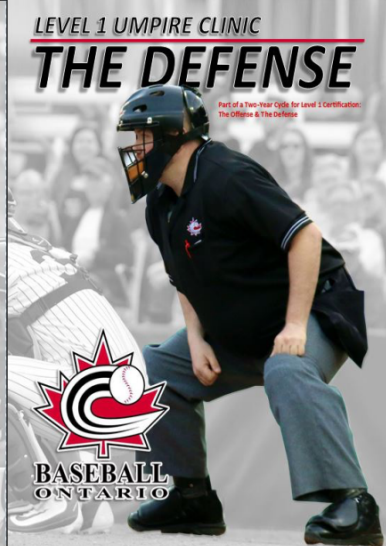
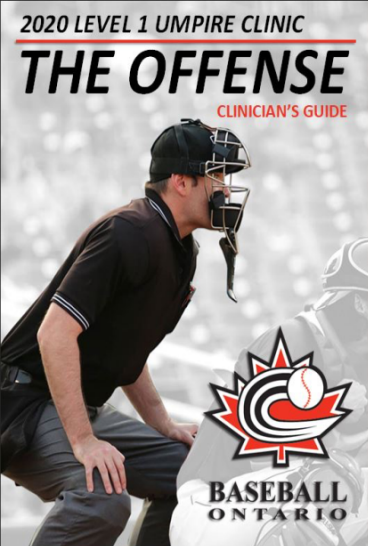
## SELF – Working on Plate Stance, Footwork and Mechanics













## UMPIRE NAME: \_\_\_\_\_ CREW: \_\_\_\_\_ PLATE / BASE: \_\_\_\_\_

DATE: \_\_\_\_\_ FIELD: \_\_\_\_\_ GAME #: \_\_\_\_\_

[illegible][illegible]



# RESOURCES – WBSC Softball Umpire Fitness Testing





# COLLEAGUES – Train together: eye tracking, plate stance, and mechanics





## COLLEAGUES – Cage work, using technology to record and review





# COLLEAGUES – Experienced Partners: New to Umpiring (Rookie Ball & 11U)





# COLLEAGUES – Experienced Partners – 3 or 4 Umpire System





# LEADERS – MLB/WBSC Umpire Camp





# LEADERS – MLB Women's Umpire Camp





# LEADERS – MLB Women's Umpire Mini-Camp





# LEADERS – Formal Evaluation/Supervision/Feedback





# Feedback/Evaluations/Supervision/Director



U-12 BASEBALL WORLD CUP  
Introduction of distinguished guests



- Location – comfortable, private
- Organization – prepare your feedback – structured flow
- Visual Aids/Technology
- 2 Way Communication – allow/encourage note taking
- Mitigate Possible Language Challenges
- Indicate Rating (Matrix) - not personal beliefs/bias
- Matrix expectations
- Feedback based on performance (not supposition)
- Strengths and Areas of Growth
- Short Term/Long Term Goals and Strategies
- Opportunity for Questions
- Summarize

**CLEAR FORM**



# The Debrief - Communication

- Approachability
- Body Language
- Clarity Of Feedback
- Use of Time
- Manner & Tone of Voice
- Pedagogical Structure
- Appropriate Feedback
- Accurate Feedback





# The Debrief - Technical

- Preparation for Evaluations
- Presence
- Focus and Endurance
- Mobility during Evaluation
- Note Taking
- Use of Technology
- Pre Event Tasks
- Paperwork
- Post Event Tasks





# The Debrief - Ambassadorship and Leadership

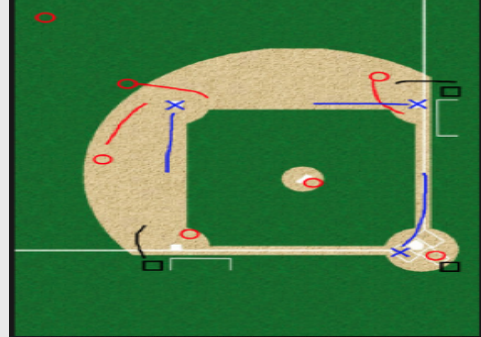
- Ambassadorship
- Leadership Skills
- Handling Difficult Situations





# Technology and Visuals

- Picture is worth 1000 words
- Communication (ESPECIALLY Language)
- Role Playing
- Comparison - start of game vs later
- Goal setting
- Progression towards goals.
- Diagrams
- Showing proper positioning/mechanics
- Note taking - Sharing
- Submitting & Sharing reports with others
- Film with voice over





# TECHNOLOGY - Capturing Game Situations.





# TECHNOLOGY - Different Angles (Mobility of Supervisor)





# TECHNOLOGY: Starting position & Distance for Plays





# TECHNOLOGY - Plate Stance and Mechanics





# TECHNOLOGY – Plate Stance and Mechanics









# TECHNOLOGY – Piloting Hawk-Eye





## “Receiving” Evaluation/Supervision



Guide you...NOT define you



## Attitude

The WBSC expects an umpire to perform his or her duties without regard for external factors. Umpires must maintain concentration, alert, eager, demeanor in all situations, antagonistic,

## Character

WBSC umpires must maintain the integrity of the game and demands honesty. Umpires should make decisions presented, regardless of team. No retaliation or future retaliation. Umpire Director or Technical Director.

### ATTITUDE & EFFORT

- **PROFESSIONALISM ON AND OFF THE FIELD:** Consistently gives best effort and represents profession in an outstanding manner by exhibiting honesty, dependability and responsibility. Exhibits and upholds the standards of integrity of the umpiring profession. Bases every decision on the circumstances and

# ATTITUDE OFF-FIELD TEAM WORK COACHABILITY DESIRE to LEARN SELF-IMPROVEMENT

- **RELATIONSHIP WITH OTHERS:** Demonstrates respect and concern for peers and others, leads by example, motivates, inspires confidence and mutual respect. Officiates and communicates as a team and supports crewmates on the field at all times. Avoids conduct that would suggest to club personnel or fans the existence of dissension or friction within the crew.

are working every game for any other

ensity and display an acceptable ant, cocky, earances.

ndards of C umpire C umpires and facts ular athlete team with icism from

Outstanding

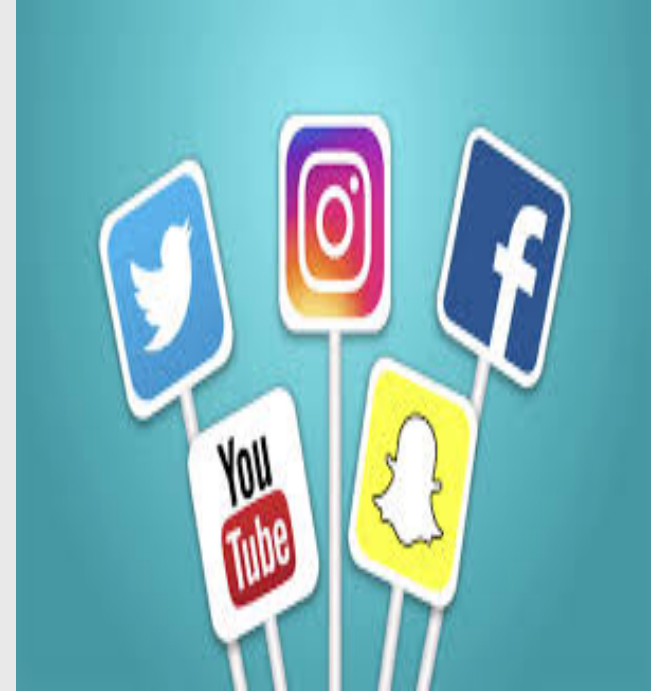
umpire far exceeds expectations this competency. This is monstrated through unusual or expected circumstances



# Social Media

- Be cautious of using social media.
- Guidelines around using/posting on social media for umpires and/or supervisors
- May choose to avoid social media altogether during events.
- Posts on social media you can't be taken back.
- The worst choice you can make is to post something negative on social media.

**May result in additional consequences.**





# S – C – L

## SELF

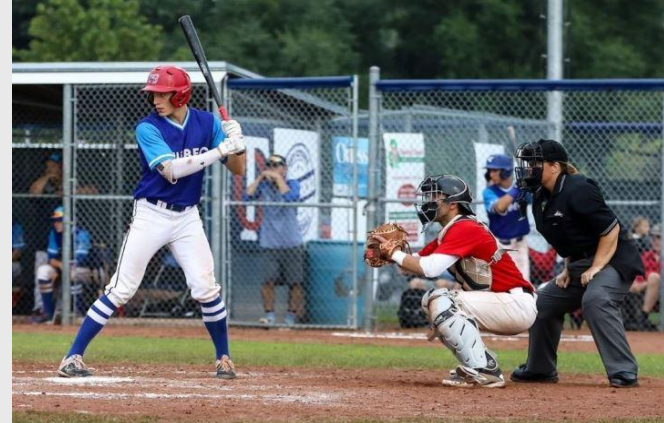
- Self Reflection/Analysis
- Goal Setting
- Accessing Resources

## COLLEAGUES

- Work with a Mentors/Colleagues
- Watch/Observe others
- Ask questions, learn from their experience

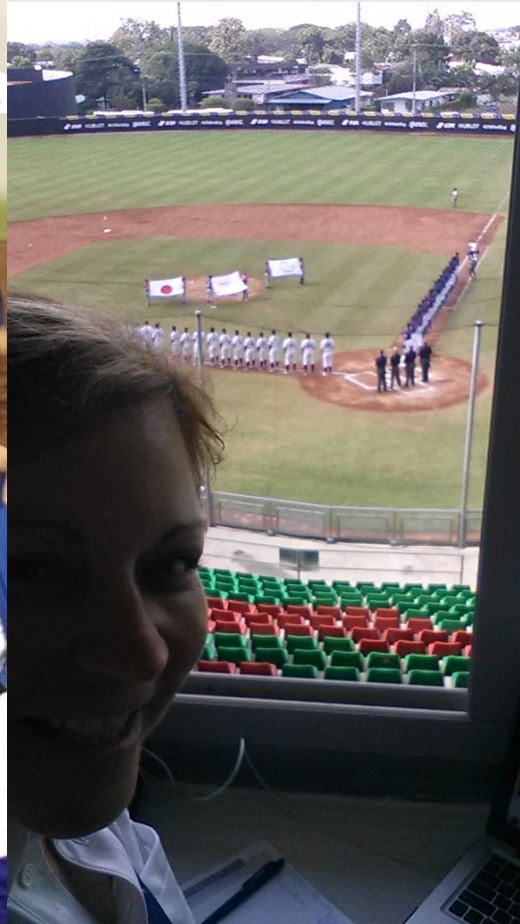
## LEADERS

- Supervisors
- Evaluators
- Umpire Directors



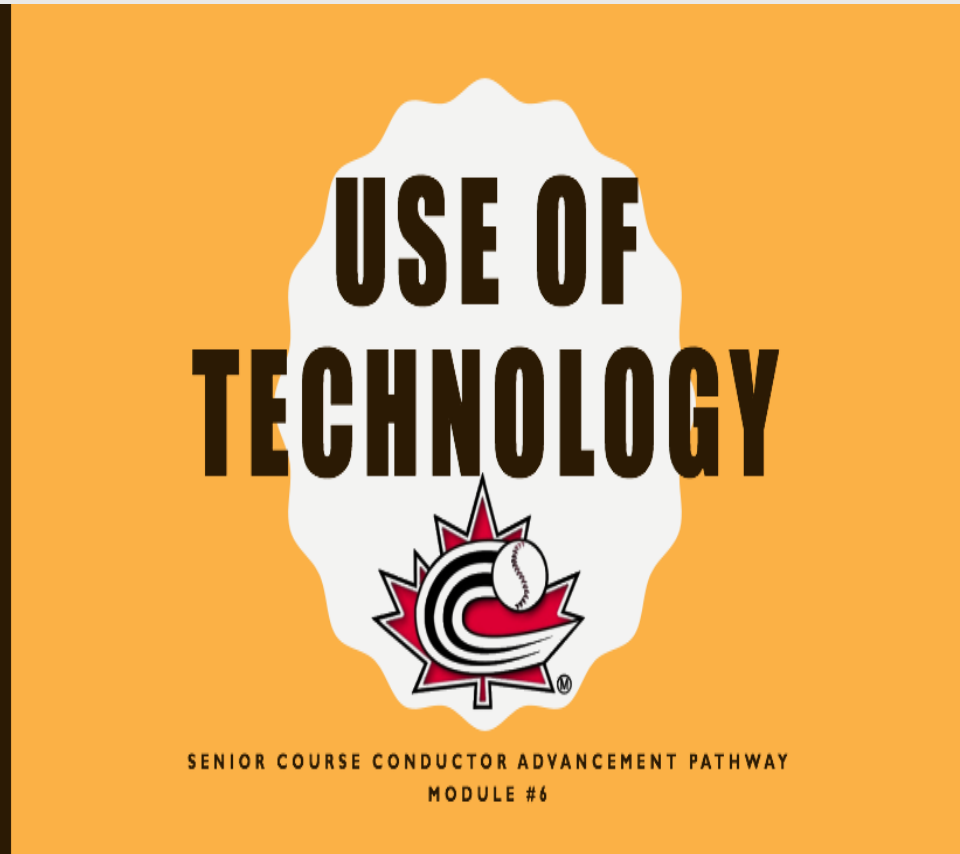


# Supervisor/Evaluator/Director





# SELF – Accessing Resources, Goal Setting





## COLLEAGUES – Learning from Others, Feedback





# COLLEAGUES – Feedback



Section 1 of 6

## 2019 Ontario Cup – Supervisor Evaluation



Thank you for taking the time to complete the evaluation of the Ontario Cup. It is completely anonymous and we encourage you to be honest in your responses. There are 6 pages, the first asks for your feedback on the Ontario Cup itself, while the following 5 are an evaluation of each supervisor you worked with during the weekend. This feedback like the feedback you got helps us improve as individuals and as supervisors, we appreciate your help.



# LEADERS – Supervisor Evaluation





# S – C – L

## SELF

- Self Reflection/Analysis
- Goal Setting
- Accessing Resources

## COLLEAGUES

- Work with a Mentors/Colleagues
- Watch/Observe others
- Ask questions, learn from their experience

## LEADERS

- Supervisors
- Evaluators
- Directors









# Additional Resources



# Baseball Canada – Supervisor Evaluation Matrix




## National Umpire Supervisor Competency Matrix

		Emerging	Effective	Accomplished	Outstanding
Competency Evaluated	Details of the Category Assessed	<i>Requires more local and Provincial Supervisory experiences prior to entering National Pathway.</i>	<i>Meets the expectation to be an Assistant Supervisor or Supervisor at a Minor Championship.</i>	<i>Meets the expectation to be a Supervisor at any level of National Championship, or a Lead Supervisor at a Minor Championship.</i>	<i>Meets the expectation to be a Lead Supervisor at any level of National Championship.</i>
<b>Communication Domain</b>					
<b>Approachability</b>	Is the supervisor available and open to questions and feedback in all situations from all participants? Can the participant clearly see that the supervisor as a person who is trying/willing to help?	The Supervisor is somewhat open to conversations, questions and feedback, but often has a closed mindset. The supervisor periodically appears to genuinely come across as a person trying/willing to help, but can be perceived at times as not listening to umpires.	The Supervisor is open to conversations and questions from umpires. The supervisor appears to genuinely come across as a person trying/willing to help.	The Supervisor goes out of the way to seek out and initiate conversations and questions. He/she actively encourages feedback from umpires, and is universally regarded as a person trying/willing to help.	The Supervisor is seen as approachable by all stakeholders, including umpires, tournament officials, etc. He/she actively encourages feedback from umpires and other stakeholders. He/she is and is universally regarded as a good listener and a person trying/willing to help.
<b>Body Language</b>	Does the Supervisor's body language deliver the same message as their verbal messages? Does the Supervisor's body language enhance or detract from the effectiveness of their supervision?	The Supervisor's body language coincides with their verbal message. Their body language sometimes appears tired, unfocused, or unwelcoming during games, debriefings, and/or meetings.	The Supervisor's Body Language is effective and enhances their verbal message. He/she appears engaged, focused, and interested in most game, debriefing, and meeting situations.	The Supervisor's Body Language is extremely effective and enhances their verbal message. He/she leans in during conversations, maintains eye contact, and generally employs body language that is welcoming and encourages conversation.	The Supervisor's Body Language is extremely effective. He/she is seen as a friendly, approachable person by all stakeholders.
<b>Clarity Of Feedback</b>	Is the feedback the Supervisor is delivering easily understood?	Feedback provided is unclear at times and lacks basic structure. The supervisor does not always "begin with the end in mind" by starting the debrief by sharing the umpire's performance rating. Umpires sometimes appear confused or ask for clarification.	Feedback given is clear and easy to understand. The supervisor begins the debriefing by clearly letting the umpire know their performance rating for that game. Feedback is given using one primary approach, but umpires appear to understand the messages given.	Feedback is clear and easy to understand. An appropriate structure is followed, starting by clearly identifying the umpire's performance rating. Feedback is sometimes given using more than one approach. Any umpire questions are answered clearly and concisely.	Feedback is very easy to understand. An appropriate structure is followed, starting by clearly identifying the umpire's performance rating. Feedback is always given using multiple approaches. Any umpire questions are answered clearly and concisely. Umpires leave the debrief knowing where they stand and specifically what they need to improve.




# Baseball Canada – Supervisor Evaluation Matrix

		National Umpire Supervisor Competency Matrix			
		Emerging	Effective	Accomplished	Outstanding
Competency Evaluated	Details of the Category Assessed	<i>Requires more local and Provincial Supervisory experiences prior to entering National Pathway.</i>	<i>Meets the expectation to be an Assistant Supervisor or Supervisor at a Minor Championship.</i>	<i>Meets the expectation to be a Supervisor at any level of National Championship, or a Lead Supervisor at a Minor Championship.</i>	<i>Meets the expectation to be a Lead Supervisor at any level of National Championship.</i>
<b>Technical Domain</b>					
<b>Preparation for Evaluations</b>	Does the supervisor arrive with all the "tools of the trade" (i.e. chair, pen(s), camera, paper, rule book, positioning manual, interpretation guide, Championship Rules, etc)?	The Supervisor usually has the basic items required to conduct evaluations (pencil/pen/form/paper) but may occasionally be missing some.	The Supervisor always has the key items evaluations (i.e. chair, pen(s), camera, paper, rule book, positioning manual, interpretation guide, Championship Rules, etc)	The Supervisor has all key items required, and exceeds expectations by being prepared above and beyond what we expect. This may include preparation of unique materials (note-taking templates, etc).	The Supervisor demonstrates detailed preparation by meeting all the "accomplished" criteria as well as possibly taking steps to acquire background information (talking to previous supervisors, accessing the Baseball Canada database) etc. The Supervisor may prepare innovative tools that are shared with the rest of the Supervisory team.
<b>Presence</b>	Does the Supervisor arrive to park early enough to fulfill his/her duties? Is he/she available throughout the assignment? Is he/she fully engaged in the learning process of all umpires?	Supervisor arrives to park just in time to fulfill his/her duties. Is inconsistently available throughout the tournament. Is not fully engaged in the learning process of all umpires	Arrives early enough to be fully prepared to fulfill his/her duties. Is consistently available throughout the tournament, even when not directly assigned. Is fully engaged in the learning process of all umpires	Arrives early enough to be fully prepared and deal with unexpected situations. Goes above and beyond expectations to ensure all umpires are fully engaged in the learning process, which may include being at games or meetings to which they are not directly assigned.	Meets all the "accomplished" criteria. In addition, seeks out opportunities to be fully involved in all aspects of the tournament, basically "shadowing" the Lead Supervisor whenever practical. Shows a clear desire to learn the Lead Supervisor role.
<b>Focus and Endurance</b>	Does the Supervisor maintain focus throughout the game? Does the Supervisor focus on all positions equally?	Supervisor demonstrates occasional gaps in attention or focus during games, leaves games during play for short periods of time, detail of notes and feedback declines as tournament progresses, etc Supervisor may focus on one umpire too much.	Supervisor maintains consistent, effective focus throughout all assignment tournament tasks. He/she watches every pitch of every scheduled game throughout the entire tournament and is not easily distracted. Properly watches all members of the crew.	The Supervisor focus is above the norm, maintaining focus on the tournament and his/her role even when not directly assigned tasks or games. He/she are focused equally on all umpires the majority of the time. Attention to detail and focus improve as game/tournament progresses.	The Supervisor meets all the "accomplished" criteria. They are able to maintain focus in very unusual circumstances (difficult weather, very long games, off-field distractions). They are also able to maintain focus while multi-tasking on other tasks related to their role.



# Baseball Canada – Supervisor Evaluation Matrix

 BASEBALL CANADA		National Umpire Supervisor Competency Matrix			
		Emerging	Effective	Accomplished	Outstanding
Competency Evaluated	Details of the Category Assessed	Requires more local and Provincial Supervisory experiences prior to entering National Pathway.	Meets the expectation to be an Assistant Supervisor or Supervisor at a Minor Championship.	Meets the expectation to be a Supervisor at any level of National Championship, or a Lead Supervisor at a Minor Championship.	Meets the expectation to be a Lead Supervisor at any level of National Championship.
Ambassadorship and Leadership Domain					
Ambassadorship	Is the Supervisor an effective ambassador of the Baseball Canada Umpires' Program in his/her dealings with umpires, hosts, tournament officials, coaches, players, and the public? Does the supervisor maintain the highest standard of behaviour?	The Supervisor's conduct may violate the Umpire Code of Conduct, or may reflect poorly on the Baseball Canada Umpires' Program. The Lead Supervisor must caution the Supervisor and/or remind him/her about the Baseball Canada Umpire Code of Conduct. The supervisor lacks initiative and consistently relies on Lead Supervisor for direction. He/she rarely makes suggestions or recommendations to the Lead Supervisor, but assigned tasks are completed without undue need for monitoring. Or, the Supervisor may make unilateral decisions beyond the scope of their role without appropriate consultation.	Supervisor consistently behaves in a manner that is expected from a Baseball Canada Supervisor, and adheres to the Baseball Canada Umpire Code of Conduct at all times. The Supervisor is a positive role model to the umpires.	The Supervisor shows an exceptional attitude in every aspect of the tournament. When required, the Supervisor interacts with multiple stakeholders other than umpires (hosts, coaches, public, etc) in ways that maintain the credibility of the Baseball Canada Umpires' Program.	The Supervisor exceeds expectations by seeking out opportunities with multiple stakeholders to emphasize and enhance the credibility of the Baseball Canada Umpires' Program.
Leadership Skills	Is the supervisor able to take on the responsibilities of leadership in an effective manner?	Supervisor accepts leadership roles willingly (not hesitant to lead). The supervisor shows initiative and often makes suggestions and recommendations to the Lead Supervisor. He/she completes tasks independently, yet respects the need to consult and collaborate with the rest of the Supervisory team.	Supervisor displays ease and comfort with leadership skills. Takes initiative, conducts themselves with confidence at all times, and is respected and viewed as a leader by the umpires and a true Ambassador of the Baseball Canada Program. The Lead Supervisor feels confident in assigning the Supervisory independent authority over some aspects of the tournament.	Supervisor is viewed by all participants as a natural leader. He/she meets all the "accomplished" criteria, and demonstrates leadership in unusual or difficult circumstances. The Supervisor may mentor or assist other members of the supervisory team. The Supervisor could easily and seamlessly have stepped in if an emergency had caused the absence of the Lead Supervisor.	
Handling Difficult Situations	Does the Supervisor deal with any situations or conflicts that arise in a professional and prudent manner? Do they keep personal feelings out of evaluations?	When conflict arises that is beyond the Supervisor's control, he/she makes attempts to handle the situation. However, they may have appeared stressed or lacked confidence, and they need to develop strategies to better cope in future situations.	Supervisor handles situations and conflict appropriately and effectively in the moment. Supervisor is always calm and in complete control. Supervisor may need support in effectively handling any needed follow up from the situation.	Supervisor is able to diffuse situations when they arise, and takes appropriate steps to minimize their impact when possible. Supervisor handles situations appropriately in the moment, and is able to complete any follow up thoroughly. Supervisor demeanor is always appropriate.	The Supervisor is able to recognize potential conflict, and take pro-active steps to prevent it. This is demonstrated through unusual or unexpected circumstances. This would be over and above what is listed in "Accomplished". The supervisor shows great ability to manage people through situations of potential conflict.



# Game Supervision Tracking – Summary Forms

## Game Details

Date:

PU:

Game #:

U1:

Location:

U3:



## Notes

Inning	Umpire	Notes	Rubric Competency

## 20XX XXXX Championship



### GAME SUMMARY FORM

DATE: \_\_\_\_\_ GAME #: \_\_\_\_\_ CREW: \_\_\_\_\_

PU:

Rating:

Key Dimensions:

Fundamentals:

U1:

Rating:

Key Dimensions:

Fundamentals:

U3:

Rating:

Key Dimensions:

Fundamentals:



# Baseball Canada Supervisor Meeting Agenda

20XX XXXX Championship



## Supervisor Meeting Agenda

### 1. Our Supervisory Philosophy

- Positive, constructive, development oriented – we are teachers and mentors
- Consistency between supervisors

### 2. Baseball Canada Evaluation Rubric

- Attitude, Fundamentals, Key Dimensions
- Need to be familiar with the Rubric and what each level represents
- Defining Success at Canada Cup – Major, but the initial level

### 3. During Games

- Avoid prolonged fraternization with umpires not working while watching games
- Identify yourself when asked by spectators, but avoid prolonged conversations
- Stay focused, watch complete game
- Make detailed notes and keep them for future reference
- Move around, view game from different angles
- I am available to take photos to assist your evaluations

### 4. Conducting Debriefings

- Begin with end in mind – give the crew a NI, EM, EF, AC, or OS rating
- Tell each umpire their **Key Dimension** rating for that game
- Discuss **Attitude** and **Fundamentals** if necessary
- Not in presence of other crews
- Refer to your notes, using the language of the Baseball Canada rubric when appropriate
- Refer to Baseball Canada 3-Umpire Positioning Manual
- Use demonstration, teaching aids, pictures/video, or diagrams if possible
- When appropriate, refer to feedback from previous games and note progress (we will see each crew more than 1 time)

### 5. Expectations After Each Debriefing

- As soon as possible do the following:
  - a) Complete the Game Summary Form
  - b) Provide a strength and one or two main points for development on each umpire
  - c) Specify the date and your name

During each day, Trevor will input this data to the Baseball Canada online system as well as the evaluation package

### 6. Supervisory Evaluation Process

- Trevor will sit with supervisors during games, observe during debriefs – no formal schedule – ensure we are being consistent in our message at the Championship and across the program
- Formal evaluation and meetings with each supervisor during the final day

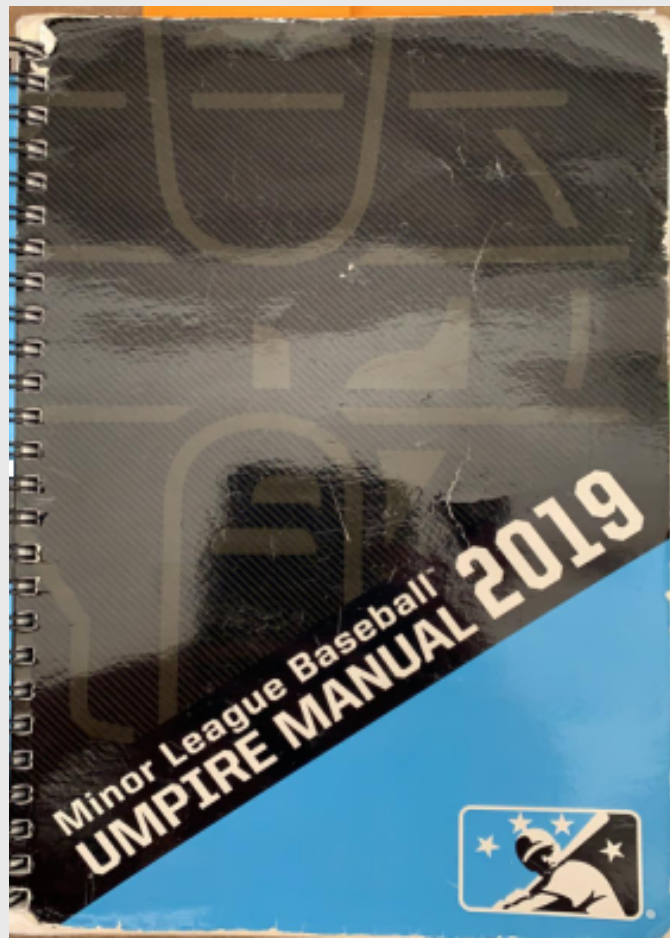
### 7. Off The Field

- It is important that when we each have the night off we take the opportunity to spend time with a crew or two crews
- Encourage you to join them for a meal, inevitably the conversation will be umpiring related and we can provide experience and knowledge off the field in a more relaxed environment. Good opportunity to meet the guys off the field which is important to the program
- I will emphasize that during the pre-tournament meeting

### 8. Questions



# RESOURCES – Manuals with Matrix and Evaluation Standards





# MiLB – Evaluation Criteria

## UMPIRE EVALUATION SYSTEM

### 2. EVALUATION CATEGORIES

Umpires in all Minor League Baseball leagues are evaluated by Minor League Baseball Umpire Development in the five categories listed below:

#### ATTITUDE & EFFORT

- Professionalism on and off the field
- Focus
- Hustle
- Fraternization
- "Coachability"
- Relationship with Others
- Administrative Duties

#### FIELD PRESENCE

- Confident/In-Charge Demeanor
- Appearance in Uniform
- Mobility

#### TECHNICAL SKILLS

- Judgment
- Communication with participants
- Reaction/Positioning for Plays
- Knowledge of System
- Use of voice
- Style and Form of calls

#### RULES KNOWLEDGE

- On-Field Rules Application
- Written Tests

#### SITUATION MANAGEMENT

- Communication Skills
- Composure
- Take-Charge Approach

III



# MiLB – Evaluation Criteria

## UMPIRE EVALUATION SYSTEM

### 3. EVALUATION CRITERIA & STANDARDS

Listed below are the criteria to be evaluated and the standards of performance used in the evaluation process. Definitions of these criteria and standards for performance are shown on the next two pages.

#### ATTITUDE & EFFORT

- **PROFESSIONALISM ON AND OFF THE FIELD:** Consistently gives best effort and represents profession in an outstanding manner by exhibiting honesty, dependability and responsibility. Exhibits and upholds the standards of integrity of the umpiring profession. Bases every decision on the circumstances and facts presented, regardless of past history with a particular player or Club.
- **FOCUS:** Demonstrates consistent concentration and alertness for both basic and crucial elements throughout the game without regard to factors such as the score, inning, weather or the standings of the teams involved.
- **HUSTLE:** Demonstrates energetic and definitive ("with a purpose") movements on the field.
- **FRATERNIZATION:** Avoids excessive casual, unnecessary conversations with uniformed personnel or spectators during the progress of the game. Visits Club offices only when official business requires and avoids casual fraternization with Club employees to prevent the appearance of impropriety.
- **"COACHABILITY":** Listens to and accepts constructive criticism, directives and/or suggestions; Shows eagerness to improve by using the criticism to enhance performance for advancement.
- **RELATIONSHIP WITH OTHERS:** Demonstrates respect and concern for peers and others, leads by example, motivates, inspires confidence and mutual respect. Officiates and communicates as a team and supports crewmates on the field at all times. Avoids conduct that would suggest to club personnel or fans the existence of dissension or friction within the crew.
- **ADMINISTRATIVE DUTIES:** Properly submits all reports (e.g., Incident, Injury, Tobacco) in a timely manner while being accurate, clear and complete. Communicates effectively and responds immediately to any request for information from Umpire Development, league office or club personnel.

## UMPIRE EVALUATION SYSTEM

### FIELD PRESENCE

- **CONFIDENT/IN-CHARGE Demeanor:** Administers on-field duties by exhibiting proper level of confidence and assertiveness; exhibits appropriate conveyance of body movements and mannerisms.
- **APPEARANCE IN UNIFORM:** Exhibits good physical condition and posture. Appears professional in uniform and takes pride in keeping it in first-class condition.
- **MOBILITY:** Possesses the physical ability and athleticism to create proper positioning for plays including smoothness of running style, coordination and agility.

### TECHNICAL SKILLS

- **PLATE STANCE:** Demonstrates proficiency in the following areas of plate stance: Heel/instep, torso lean, squared and level shoulders, head height and depth, setting at proper time, stability, working in the slot and adjusting with catcher.
- **TIMING:** Consistently demonstrates proper timing on pitches, check swings and plays.
- **JUDGMENT:** Exhibits objective and accurate judgment/consistency for pitches (including check swings) and routine/non-routine plays (including rules infractions) while remaining impartial.
- **COMMUNICATION WITH PARTNER(S):** Demonstrates effective visual and verbal communication including pre-play signals, hand signals and verbal commands during plays.
- **REACTION/POSITIONING FOR PLAYS:** Exhibits proper understanding of play development by correctly anticipating how plays will occur and displays effective positioning by establishing the proper angle and distance for the developing play.
- **KNOWLEDGE OF SYSTEM:** Adheres to the established mechanics as outlined in the Mechanics for the Two-Umpire or Three-Umpire System.
- **USE OF VOICE:** Projects effective voice with proper volume, authority, assertiveness, and tone.
- **STYLE AND FORM OF CALLS:** Projects signals consistently in a smooth, visible, crisp, clear, and decisive manner to crewmates, teams, fans and stadium personnel. Assertiveness of call increases as the play becomes closer and more exciting.



# MiLB – Evaluation Criteria

## UMPIRE EVALUATION SYSTEM

### RULES KNOWLEDGE

- **ON-FIELD RULES APPLICATION:** Properly enforces all Official Baseball Rules, interpretations, policies and league regulations, including those contained in the Minor League Baseball Umpire Manual, without regard to personal preference.
- **WRITTEN TESTS:** Displays a complete knowledge and proficiency of the Official Baseball Rules and interpretations contained in the Minor League Baseball Umpire Manual during testing sessions.

### SITUATION MANAGEMENT

- **COMMUNICATION SKILLS:** Demonstrates the ability to listen actively and skillfully communicates using the appropriate volume, authority, assertiveness and tone while maintaining a professional presence. Never uses profanity.
- **COMPOSURE:** Shows proper self-control by remaining poised, calm and even-tempered while handling pressure situations such as arguments, warnings, ejections, and unexpected or volatile situations.
- **TAKE-CHARGE APPROACH:** Demonstrates the initiative to control the game with the appropriate level of authority and does not hesitate to make unpopular decisions. Never tolerates personal abuse.

III

## UMPIRE EVALUATION SYSTEM

### 4. PERFORMANCE SCALE

Evaluators complete an evaluation form for each umpire for every game observed. In completing the evaluation form, evaluators rate each of the performance criteria as "Superior," "Above Standard," "Meets Standard," "Marginal" or "Below Standard." This rating process is to be done only in accordance with the standards of performance for each criterion as developed by Umpire Development. Evaluators make written comments regarding the performance criteria—including specifics as to why—when an umpire's rating is "Superior," "Above Standard," "Marginal" or "Below Standard."

Below is the rating scale used by Minor League Baseball Umpire Development when evaluating umpires in all Minor League Baseball leagues:

#### SUPERIOR

Performance demonstrates exceptionally high degree of competence and knowledge of the category.

#### ABOVE STANDARD

Performance well above standard and better than most umpires.

#### MEETS STANDARD

Performance standard for most umpires; functional and competent.

#### MARGINAL

Performance marginally acceptable; corrective action required to prevent unacceptable performance.

#### BELOW STANDARD

Performance clearly unacceptable.



# Baseball Canada Umpire Supervisor Evaluation



## National Championship Umpire Supervisor Evaluation Form

Date

Umpire Supervisor Name

Address

Championship

Site

Province  Postal Code

Phone

Email

	Needs Immediate Improvement	Emerging	Effective	Accomplished	Outstanding
1. Communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Accuracy of Feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Attitude	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Overall Rating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 5. Recommendation for National Tournament Assignment

Recommended for Future Umpire Supervisor Assignments	<input type="checkbox"/> Yes	<input type="checkbox"/> No	(If yes indicate below the highest recommended level.)
Recommended for Future Lead Supervisor Assignments	<input type="checkbox"/> Yes	<input type="checkbox"/> No	

#### Future Umpire Supervisor Recommendation

☐ Pee-Wee ☐ Bantam ☐ Midget ☐ Cup ☐ Junior ☐ Senior

#### Future Lead Supervisor Recommendation

☐ Pee-Wee ☐ Bantam ☐ Midget ☐ Cup ☐ Junior ☐ Senior

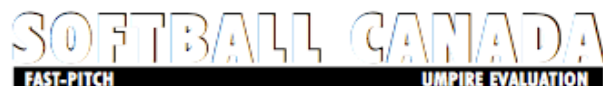
### 6. Comments

Lead Supervisor

Supervisor



# Softball Canada – Evaluation Matrix



## INSTRUCTIONS

The calibre of ball being officiated during the evaluation will be a major factor in determining the level of competency of the umpire.

Check the letter ( **I** **A** **G** **E** ) which best rates the performance of the umpire in each category.

### LEVELS

**I** = Improvement Needed

Umpire Performance Falls Below Expected Certification Standards.

Extensive Review Of Rule Book, Certification Clinic Materials, Case Book and Evaluation Is Recommended.

**A** = Acceptable

Umpire Performance Meets Expected Certification Standards Most Times But Falls Short Occasionally.

Finer Points In The Rule Book, Certification Clinic Materials, Case Book and Evaluation Require Review.

**G** = Good

Umpire Performance Meets Expected Certification Standards On A Consistent Basis.

Umpire Demonstrates Knowledge And Skills Matching Their Certification Level

**E** = Excellent

Umpire Performance Exceeds Expected Certification Standards On A Consistent Basis.

Umpire Demonstrates Knowledge And Skills Exceeding Their Certification Level

All elements have a **Y** **N** box available where ( **Y** ) would indicate successfully demonstrated and ( **N** ) would indicate not successfully demonstrated. No box flagged would indicate not observed or evaluated.

Comments need to be specific and offer suggestions for improvement and the further development of the official.

The evaluation form should be completed as it relates to the particular calibre of softball that is being officiated and will represent the umpire's ability for only that calibre of softball. The levels checked on this evaluation form cannot be used to compare with the abilities of umpires with similar levels who have been evaluated at different levels (calibre) of softball.

### IMPORTANT

Ensure to do a **SAVE AS** with the name of the umpire and email to the umpires.

If using for the Softball Canada Canadian Championships - email to the National Office and the NDU.



Umpire Name: \_\_\_\_\_ Umpire email address: \_\_\_\_\_

Event: \_\_\_\_\_ Dates: \_\_\_\_\_ Province/Territory: \_\_\_\_\_

GAMES WORKED: \_\_\_\_\_ Plates: \_\_\_\_\_ Bases: \_\_\_\_\_ Total: \_\_\_\_\_

### 1. Pre-Game, Dress, Post Game Conduct

Appearance (uniform/grooming) **I** **A** **G** **E**  
Pre-Game Duties (crow discussion, field, bat and helmet check, managers' meeting) **I** **A** **G** **E**  
Off field conduct (personal presentation, teamwork) **I** **A** **G** **E**

### 2. Game Control - attitude, approachability, confidence, pressure

Attitude (with teams, fellow officials, fans) **I** **A** **G** **E**  
Confidence (situations handled calmly and efficiently, under control, with no visible frustration) **I** **A** **G** **E**

### 3. Hustle - into position, players

Hustles players on and off field in a firm but courteous manner **I** **A** **G** **E**  
Alert and anticipates what play could occur without predicting play **I** **A** **G** **E**  
Gets into position, ahead of play (base and fly ball coverage) **I** **A** **G** **E**  
Mental/physical reaction and position (overthrows, dead ball situations, pick-off, etc.) **I** **A** **G** **E**

### 4. Judgment - fair/foul, safe/out, infield fly obstruction, interference

Judgment and enforcement on fair/foul, safe/out, catch/no catch, check swing appeal **I** **A** **G** **E**  
Judgment and enforcement on infield fly, obstruction, interference, pitching rule **I** **A** **G** **E**

### 5. Mechanics - visible signals, audible signals, reaction, rotation

Umpire to umpire signals (acknowledgements, requests, verbal communication, team work) **I** **A** **G** **E**  
Visible signals (proper delay or timing, decisive call, steps into call using body language) **I** **A** **G** **E**  
Audible calls (tonal voice control to fit closeness of play) **I** **A** **G** **E**  
Proper words used in unusual situations (e.g. "Tag, Out!") **I** **A** **G** **E**  
Umpire notation - two, three or four system (communication, correct movement) **I** **A** **G** **E**

### Plate

Comfortable, wide, square to slightly staggered stance **I** **A** **G** **E**  
Working inside slot area between batters and catcher with eyes level to top of strike zone **I** **A** **G** **E**  
Stays down on ball call **I** **A** **G** **E**  
Strike zone is consistent with calibre of ball and for both teams **I** **A** **G** **E**  
Following batter-runner to first **I** **A** **G** **E**  
Follows catcher to ball on pop up close to plate or screen **I** **A** **G** **E**  
Tracks pitch through the strike zone with slight head turn **I** **A** **G** **E**  
Moves out in front of plate to track hit balls **I** **A** **G** **E**

### Base

Fundamental principle of ball out/umpire in, ball in/umpire out **I** **A** **G** **E**  
Angle, distance and position (90° angle) for play **I** **A** **G** **E**  
Opening up to the play keeping ball, runners and defensive players in front **I** **A** **G** **E**  
Position (start in the proper position with runners on base) **I** **A** **G** **E**  
Delay between play and call/signal **I** **A** **G** **E**  
Set position for play, proper timing - not too quick or overly delayed **I** **A** **G** **E**  
Selling close plays with extra flare using a stronger mechanic **I** **A** **G** **E**  
Uses Leading Edge position **I** **A** **G** **E**

### 6. Rules - Knowledge, Application, Enforcement

Basic knowledge of the rules (immediately explain option plays to coach) **I** **A** **G** **E**  
Enforces rules and applies proper penalty in all situations (without hesitation or confusion) **I** **A** **G** **E**

Current Level (please check appropriate box below):

Level I <input type="checkbox"/>	Level II <input type="checkbox"/>	Level III <input type="checkbox"/>	Level IV (T) <input type="checkbox"/>	Level IV <input type="checkbox"/>	Level V <input type="checkbox"/>
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7. Needs to work on: a) \_\_\_\_\_

b) \_\_\_\_\_

c) \_\_\_\_\_

Umpire Comments: \_\_\_\_\_

Umpire in Chief: \_\_\_\_\_ Deputy UIC: \_\_\_\_\_ Umpire: \_\_\_\_\_

Email to: National Office / NDU / Provincial UIC / Umpire

**CLEAR FORM**



# WBSC Baseball – Evaluation Criteria



Baseball I

## Tournament Umpire Evaluation

Umpire Name: \_\_\_\_\_

Country: \_\_\_\_\_

Tournament: \_\_\_\_\_

Date: \_\_\_\_\_ Site: \_\_\_\_\_

Umpired Games: \_\_\_\_\_ Home Plate: \_\_\_\_\_

Plate Stance: Scissors      Slot      Squar

### PLATE WORK

\_\_\_\_\_ Plate Stance

\_\_\_\_\_ Strike Zone      Wide      Low

\_\_\_\_\_ Timing

\_\_\_\_\_ Consistency

\_\_\_\_\_ Signals

\_\_\_\_\_ Movement to 1B

\_\_\_\_\_ Rotation to 3B

\_\_\_\_\_ Starting position for plays at the pla

\_\_\_\_\_ Position taken for plays at the plate

WBSC Baseball - Umpire Commission ©

## BASE WORK

\_\_\_\_\_ Angles and distance for plays at 1B

\_\_\_\_\_ Reactions to swipe tag attempts

\_\_\_\_\_ Timing

\_\_\_\_\_ Positioning for pick-offs

\_\_\_\_\_ Reads and reactions to fly balls to the outfield

\_\_\_\_\_ Positioning for fair/foul calls down the line

\_\_\_\_\_ Rotation

\_\_\_\_\_ Steal play technique

\_\_\_\_\_ Force play technique

\_\_\_\_\_ Reads and reactions to fly balls to the outfield

\_\_\_\_\_ Position for tag-ups

## GENERAL

\_\_\_\_\_ Demeanor, posture, confidence

\_\_\_\_\_ Intensity

\_\_\_\_\_ Handling Situations (if applicable)

\_\_\_\_\_ Attitude

\_\_\_\_\_ Missed calls



# WBSC Softball – Evaluation Criteria



## Umpire Manual

### Fast Pitch

WBSC Softball Fast Pitch Umpire Manual: March 31, 2020

- Keep in mind that the game is more important than the wishes of any individual player or coach, or the ambitions of any individual umpire.
- Dress and maintain your appearance in a manner befitting the dignity and importance of the game and the WBSC.
- Be fair, but not overbearing; courteous, but not ingratiating; positive, but never rude; dignified, but never "cocky"; friendly, but not companionable; and calm, but ever alert.

#### 13) World Championships:

- Attend Opening and Closing Ceremonies when requested.
- Be a part of the umpire team on and off the field.
- Follow international protocol where ever a championship may be held.
- Be courteous to all host committee members, drivers, and sponsors at all times.

### 2.3 RESPONSIBILITIES AND EXPECTATIONS

WBSC umpires must continuously seek self-improvement by studying the game, the rules, and the accepted mechanics of umpiring.

Umpires have to keep up with the way the game is being played, what new strategies are being adopted, what new skill sets are being used and the tendencies of the players.

Umpires need to know the rules, the intent of the rules, the spirit in which they are to be enforced and the fairness to be adopted in the application of the rules.

Using accepted mechanics allow umpires to be in the best position possible and to communicate their decisions with clarity.

Umpiring is a combination of science and art; angles and distances and set positions are all science; signals however, while maintaining the basic elements can employ an individual artistic touch that allows an umpire's personality to be displayed. Umpires are not meant to be robots.

Umpires must always put their best foot forward and present themselves as professional, courteous, approachable while also being a firm decision maker without displaying arrogance.

An umpire is part of the umpiring team and part of the game. Umpires must ensure that they:

- Support their partners
- Allow the game to be played safely and fairly
- Not allow any player, coach or administrator to unfairly influence a game or any of its participants
- Handle conflicts quickly and with dignity for all involved.

Everything an umpire does will reflect on themselves, their partners, the game, and their Federation or organization. Always be aware that you represent more than yourself.

As an umpire you will make errors from time to time. This should not cause you to feel shame or to seek forgiveness. It is a human trait to err in judgment from time to time. We must learn from our mistakes and work harder to lessen them.



# WBSC - Umpire Evaluation Procedures

## WBSC Baseball Umpire Manual



### WBSC Baseball Umpire Evaluation Procedure

1. During the round robin of a WBSC competition, the umpire observes as many games as possible in order to evaluate the umpire's performance.
2. The WBSC assigned Umpire Director shall use the WBSC eWBSC app with the list of points of emphasis to properly evaluate the umpire's performance.
3. At the end of the tournament the assigned Umpire Director shall submit an evaluation report of all umpires at that tournament. This report shall show an overall performance of each umpire during the competition.
4. Within a reasonable period (maximum 4 weeks) the Umpire Director shall report to the WBSC Umpire Director.
5. Before November, the WBSC Umpire Director shall send the report to the Division office with requests to forward them to the relevant national association.

### Points of emphasis on umpire evaluations

#### Plate Work

- Stability of Head and Body Position.
- Establishes "Locked In" position on every pitch.
- Does not drift to side or up and down with pitch.
- Does not flinch on swings or foul tips.
- Maintains proper spacing from catchers as not to be cut off quickly and unexpectedly.
- Head at proper height to allow unobstructed view of the plate.
- Works in the "slot" not over the top of the catcher or too far behind.

#### Timing

- Does not anticipate pitches.
- Allows everything that can happen, to happen, before making a call.
- Does not make a call as the ball is approaching the catcher has caught the ball.
- Stays down in position to call balls.

### Professionalism

#### Focus and Hustle

- Concentrates consistently on the crucial elements throughout the game.
- Is prepared for every pitch and play.
- Moves with a purpose during a play to get into proper position to cover plays.

### Appearance and Demeanor

- Proper display of uniform and fit or athletic appearance.
- Displays a conscientious and earnest desire to carry out on-field duties.
- Exhibits posture that reflects interest in the game.

### Mobility

- Possesses physical ability to move into proper position on field.
- Runs athletically and is able to keep pace.

### Game Management

- Game Situations
- WBSC Game Policy
- WBSC Playing Rules



# RESOURCES – Baseball Ontario Umpire Levels Progression

Level	Experience	Requirements	Examination	Application	Evaluation	Maintaining Status
1	None	Attend a Level 1 Clinic <i>(No minimum age requirement)</i>		All levels of House League and up to and including Peewee Rep	None	Attend Clinic Yearly
2	Have a Level 1 for a min. of 2 years	Attend a Level 2 Clinic	Obtain 60% or more (Yearly)	Provincial Level Baseball up to and including Midget	None	Attend Clinic Yearly
3	Have a Level 2 for a min. of 3 years	Submit a Level 3 Exam yearly and attend a Level 3 Clinic every three years	Obtain 76% or more (Yearly)	All Levels of Provincial Baseball	1 base and 1 plate evaluation recommended	Submit an exam and registration fee yearly. Attend a Clinic every three years.
4	Have a Level 3 for a min. of 1 year	Attend a Level 4 Clinic by invitation (need to be evaluated first)	Obtain 86% or more	All Levels of Baseball in Canada	Successfully complete 1 base and 1 plate evaluation	Attend Clinic Yearly and complete base and plate evaluation yearly
5	Have a Level 4 for a min. of 1 year	Attend a Level 4 Clinic by invitation	Obtain 86% or more	All Levels of International Baseball	Successfully complete 1 base and 1 plate evaluation	Attend Clinic Yearly and complete base and plate evaluation yearly



Softball Alberta

<https://www.softballalberta.ca/#>

Softball Canada

<https://softball.ca/programs/umpires>

Baseball Ontario

<https://www.baseballontario.com/Umpires/program/Special.aspx?TopMenuID=10006>

Baseball Alberta

<http://www.baseballalberta.com/content/around-the-horn-zoom-sessions>

Baseball Canada

<http://umpire.baseball.ca/index.php?page=213>

WBSC - Softball Umpires

<https://www.wbsc.org/officials/softball-umpires>

WBSC - Baseball Umpires

<https://www.wbsc.org/officials/baseball-umpires>

WBSC - Documents (Fitness Test, Rules, Umpire Manuals, etc.)

<https://www.wbsc.org/documents/search?search=>



# Self-Reflection - Self-Analysis

- Getting feedback is important and vital to develop
- Colleagues or Leaders are not always available

**Analyze your own performance and reflect how you did. Use this information to set your goals.**



## **Self-Reflection - Self-Analysis**

- PRACTICE - PRACTICE – PRACTICE
- Mechanically sound plate stance - Video is a great tool
- Maintaining plate stance - Fatigue or lack of leg strength?
- Head height too high or low or in a different spot every pitch?

**Often an inconsistent strike zone is a result of mechanical issues with the umpire's plate stance.**



## **Self-Reflection - Self-Analysis**

- Consistent plate stance - more consistent strike zone
- Practice seeing pitches - different speeds, movement
- Work with different catchers - different styles, size
- Learn to work and adapt to changed

**Many umpires initially struggle when they move to a higher level of baseball - speed and movement of pitches.**



## **Self-Reflection - Self-Analysis**

- Cage work (machine or pitchers working out pre-season)
- Inter-squad games or exhibition
- Track in your umpire's journal
- Record your performance

**If your goal is to improve an aspect of your officiating - write down these goals and track your progress.**