

Subject: KHSAA Soccer Referee Camp, July 22nd – 25th, 2011

To: Mike Barren, Assistant Commissioner, Kentucky High School Athletic Association

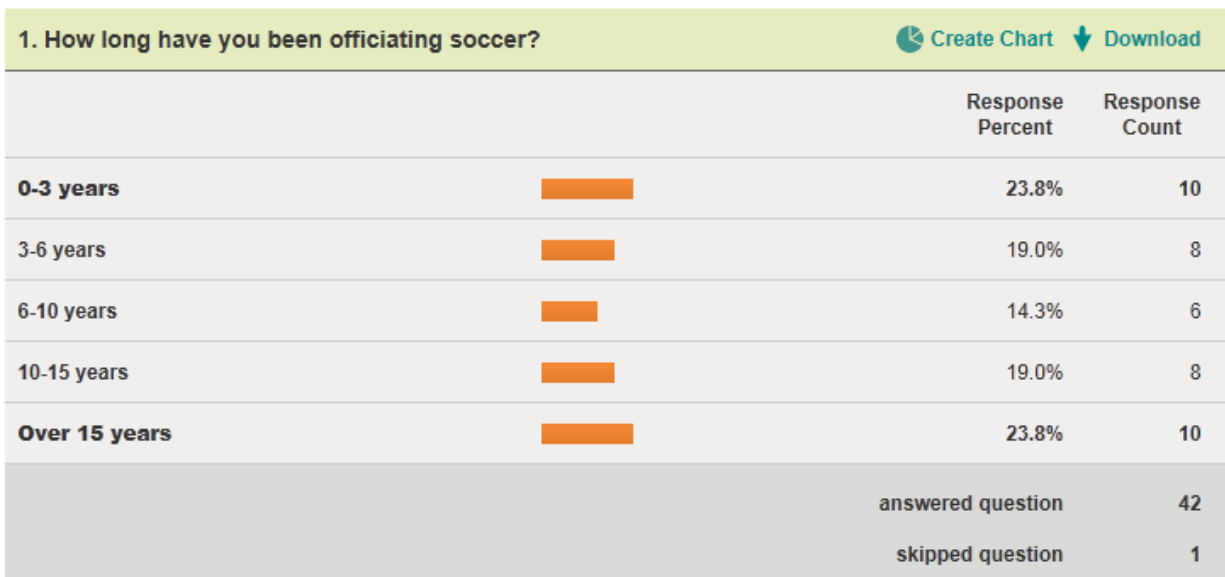
From: Ross Meloan, Camp Director

Date: August 10, 2011

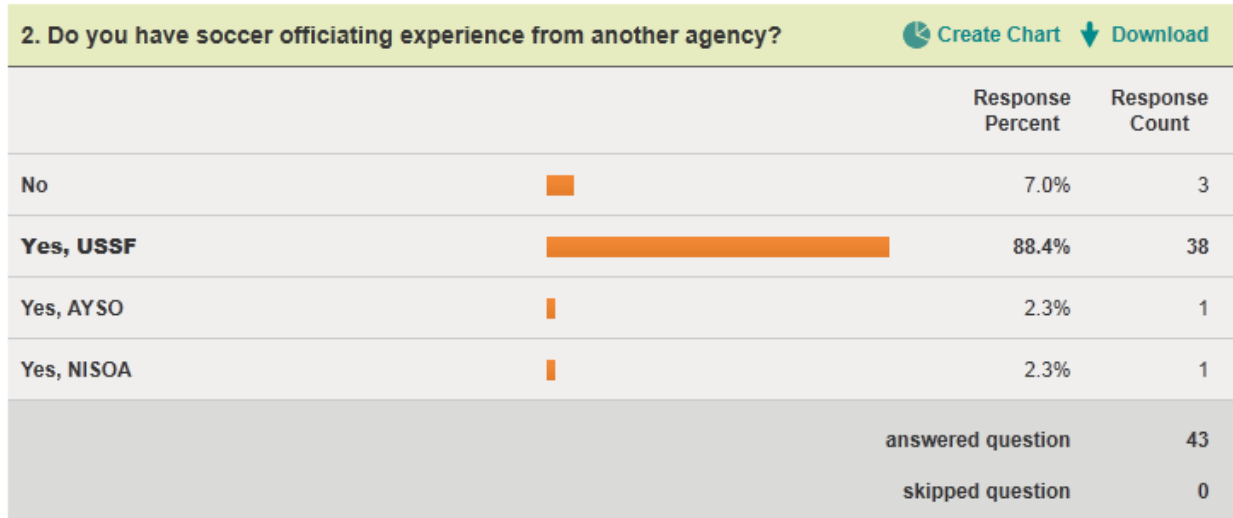
The combined Kentucky High School Athletic Association (KHSAA) and Blue Grass State Games (BGSF) Soccer Referee Camp was conducted during the weekend of July 22nd through the 25th. This camp changed significantly from previous KHSAA sponsored soccer camps. Specific, changes focused on the professionalism of clinicians, presentation appearance, timing and subject matter along with overall logistics. Those items and many others were anonymously evaluated by the participants. As a result of those responses (forty-three of the sixty campers who participated in the camp completed this survey which represents a 72% completion rate), there are many facets of the camp that need attention while others will be continued and still others that will be deleted from next year's camp.

Who attended camp?

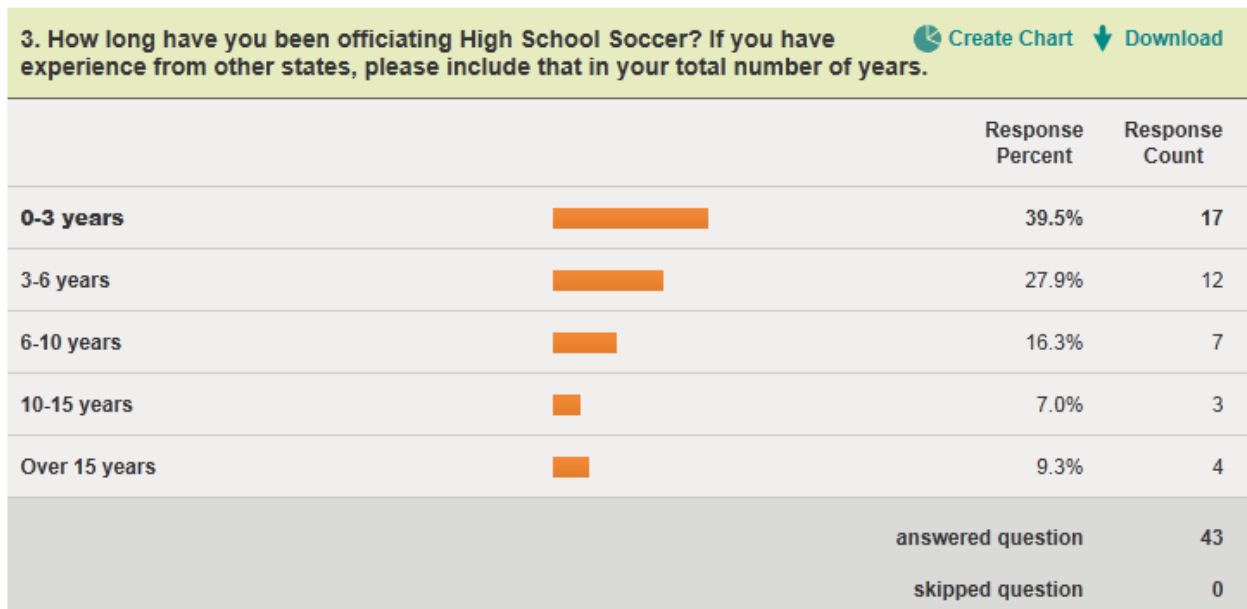
This year's camp was attended by referees from a variety of locations with a broad spectrum of officiating experience.



In addition to the number of years in soccer officiating, the majority of the camp participants had experience from another source, principally the United States Soccer Federation:



It was also very interesting to learn that the participants were fairly new to the National Federation of High Schools officiating. This is important because KHSAA has indicated that post-season assignments will depend upon several criteria, years of experience being one of them.



The overwhelming majority of respondents were male, 93% versus only 7% female. These percentages adequately reflect the gender differences attending the camp.

There are other questions pertaining to the demographics of camp participants that can be found in the appendix of this report.

Camp format and facilities

The actual classroom portion of the camp was conducted in the Commons area on the University of Kentucky campus. The clinic began at 1:00 p.m. EST, and ended at approximately 7:45 p.m. This was nearly one hour earlier than anticipated. Instruction and presentations were conducted using power points by all clinicians. The camp director had access to all but two presentations and was able to provide additional suggestions regarding content and presentation design to create a cohesive presentation theme.

Apparently, prior communications with camp participants from KHSAA was timely and of good quality. Campers indicated that they received information that adequately explained the location of the venue and the location of adjacent parking. Likewise, the room used for the clinic was positively evaluated by the campers.

The actual questions and responses to those questions can be viewed in the appendix of this report.

Presentations

The selection of topics was left to the camp director. Those topics included the following:

- Legal perspective of high school sports officiating
- The Referee/Assigner Relationship
- KHSAA Rules Update
- Kicks from the mark, the new Tie Breaker policy
- The Wall, a new perspective

Other topics were considered but due to constraints that included timing and locating qualified personnel to commit to this date and time led the camp director to settle on only these sessions.

Each session was evaluated across a variety of criteria:

Timing:

Adequate time was allotted for each presenter to conduct his/her presentation. The major concern was that some of the presentations would take too long. In most of the evaluations, the participants thought that the timing was about as long as necessary.

10. Please rate each of the presentations on the amount of time each subject was allotted.							Create Chart	Download
	Too long	Too short	Just right	Needs more time	Needs less time	Rating Average	Response Count	
Legal perspectives of high school sports officiating	2.3% (1)	0.0% (0)	93.0% (40)	2.3% (1)	2.3% (1)	3.02	43	
The Referee/Assigner Relationship	14.0% (6)	0.0% (0)	69.8% (30)	4.7% (2)	11.6% (5)	3.00	43	
KHSAA Rules Update	2.3% (1)	7.0% (3)	72.1% (31)	16.3% (7)	2.3% (1)	3.09	43	
Kicks from the mark, the new Tie Breaker policy	2.3% (1)	4.7% (2)	86.0% (37)	7.0% (3)	0.0% (0)	2.98	43	
The Wall, a new perspective	4.7% (2)	4.7% (2)	79.1% (34)	4.7% (2)	7.0% (3)	3.05	43	
answered question								43

The next question focused on the interest of that topic to the campers:

11. Was the topic interesting and of value to you as a referee?				Create Chart	Download
	This session was valuable		This session was not valuable	Response Count	
Legal Perspective of high school sports officiating	93.0% (40)		7.0% (3)	43	
The Referee/Assigner Relationship	69.8% (30)		30.2% (13)	43	
Kicks from the mark, the new Tie Breaker Policy	93.2% (41)		6.8% (3)	44	
The Wall - a new perspective	84.1% (37)		15.9% (7)	44	
answered question					44
skipped question					0

Additional information pertaining to the individual presentations may be found in the appendix of this report. However, one question asked the participants about topics to be offered at future camps. This was a valuable question to ask and, more importantly, to have answered. The written responses are provided in the appendix however, the topics that the campers would have liked to see more of are identified in the chart below:

14. Thinking about the presentations, are there other topics that you would have liked to hear more about, such as:

[Create Chart](#) [Download](#)

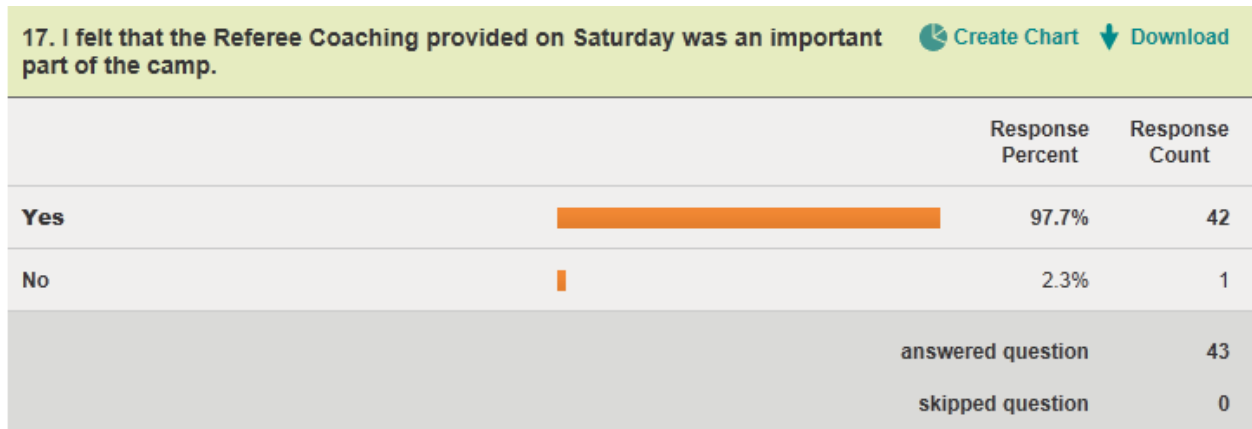
		Response Percent	Response Count
Offsides		28.2%	11
Foul recognition		61.5%	24
How to deal with the unruly parent(s)		35.9%	14
How to manage an unruly coach/player(s)		56.4%	22
Disqualification process/procedure		41.0%	16
Additional information about illegal equipment		23.1%	9
Flag mechanics		17.9%	7
Dual officiating system		28.2%	11
Diagonal officiating system		23.1%	9
What other topics should we consider to include next year			8
Show Responses			
answered question			39
skipped question			4

Referee Coaches

Perhaps the principal difference between previous camps and this one was a name change associated with camper assessment. Initially camp administration attempted to provide video tapes of a camper's field performance at the conclusion of the camp. While the intention was good the logistics became overwhelming and the practice was discontinued. When the KHSAA camp was combined with the BGSF verbal and written referee assessment became the yardstick by which all campers were measured.

This camp was attended by a number of officials with experience in USSF where evaluations are required for upgrade and grade maintenance. In the case of USSF and the National Intercollegiate Soccer Officials Association (NISOA), soccer assessments are conducted by those who are qualified to conduct these evaluations. Training, years of experience and a high level of officiating competency provided at multiple levels are but some of the criteria used for selection of assessors for both USSF and NISOA. But at times, personalities can become the primary focus of those evaluations which diminishes the incredible possibilities that these 'observations' can provide.

This year, the camp director asked a very small but highly qualified group of people to fulfill the role of Referee Coach. This concept was described in detail to the group in a meeting on Friday afternoon. Specific instructions regarding their involvement, comments and written reports were explained in detail so that the Referee Coaches would all work from the same theme the following day. This group of Referee Coaches was to provide only positive suggestions to the officiating crew and severely limit or eliminate negative comments when debriefing the officiating crew. Through positive interaction between a respected observer and an officiating crew it was hoped that the suggestions provided to the crew would be more readily accepted. Apparently the concept was well received with few exceptions:



18. Throughout the day, you may have had an opportunity to interact with more than one Referee Coach. Thinking back on the Referee Coaching experience as a whole, was your Referee Coach: [Create Chart](#) [Download](#)

	Yes	No	Could have been better	Response Count
On time	95.3% (41)	4.7% (2)	0.0% (0)	43
Knowledgeable	100.0% (43)	0.0% (0)	0.0% (0)	43
Approachable	100.0% (43)	0.0% (0)	0.0% (0)	43
Friendly	100.0% (43)	0.0% (0)	0.0% (0)	43
Condescending	17.5% (7)	77.5% (31)	5.0% (2)	40
Treated me as a member of the officiating team	97.7% (42)	0.0% (0)	2.3% (1)	43
		answered question		43
		skipped question		0

Most importantly, the next question about the value of the Referee Coach as an integral part of this camp was unanimously answered.

19. Did you feel that the suggestions provided by the Referee Coach were helpful? [Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes	100.0%	43
No	0.0%	0
	answered question	43
	skipped question	0

Overall camp experience



Event planners often express reservations about asking questions pertaining to participants overall evaluation of their recent experience. That question was asked about this camp and the

reply was very positive.

20. Overall did you feel your camp experience was worthwhile?		Create Chart	Download
		Response Percent	Response Count
Yes		86.0%	37
No		14.0%	6
If you answered "no" then please provide some ideas to make the camp better Show Responses			8
answered question			43
skipped question			0

The written responses to this question may be found in the appendix of this report. Many of those responses provide excellent recommendations and many will be considered for inclusion for next year.

The most any event planner can hope for is that the participants felt good enough about their participation especially when it comes to recommending future camps to other referees. That was the case for this year’s camp. An overwhelming number of participants, forty-one or over 95% of the respondents indicated that they would recommend camp attendance to other high school officials.

21. Would you recommend camp attendance to other high school referees?		Create Chart	Download
		Response Percent	Response Count
Yes		95.3%	41
No		4.7%	2
If not why? Show Responses			4
answered question			43
skipped question			0

Conclusions:

This event presented many challenges from its initial assignment to its conclusion. In retrospect there are a number of things to do differently for the next camp. However, in hindsight KHSAA administration and the camp director can take solace in the answer to the question, “would you

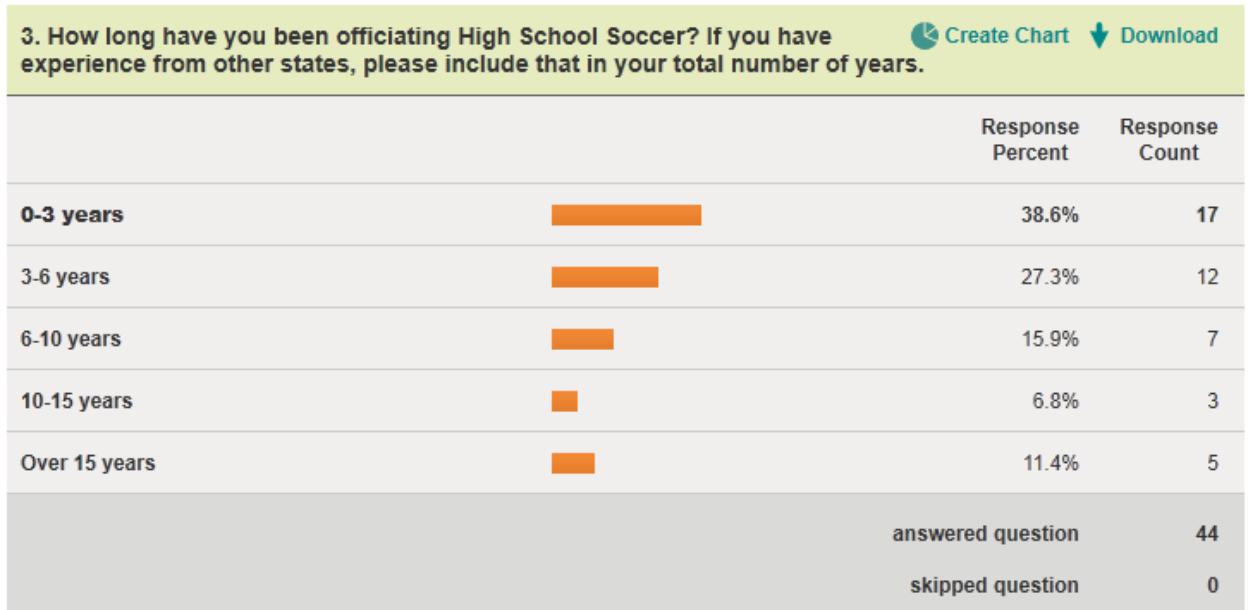
recommend...” In that regard this camp was a complete success. There are still items that need to be changed and some of those suggestions can be found below.

Suggestions for improving the camp for next year are provided in bullet format:

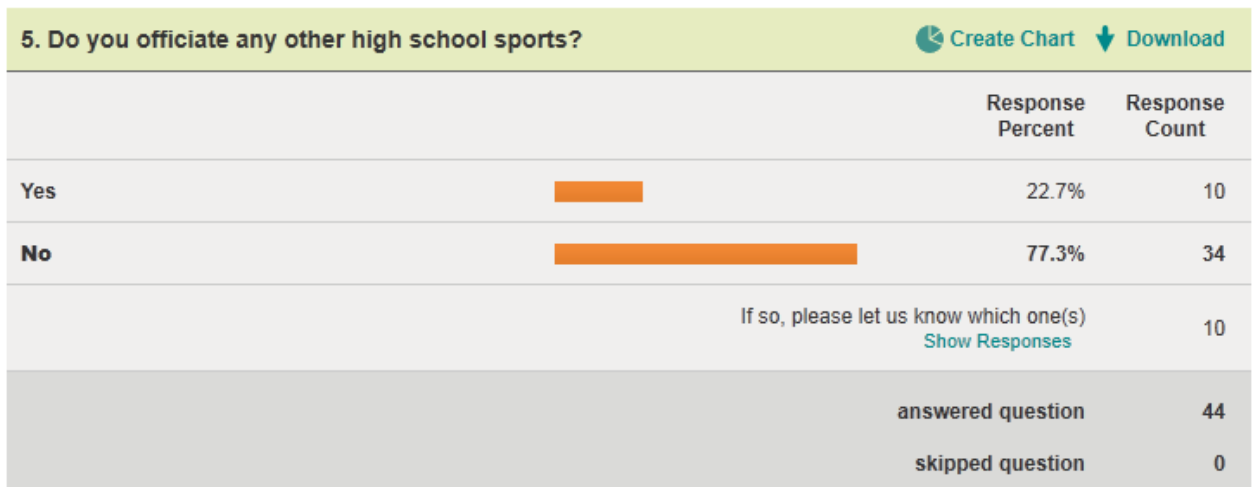
- Location of the clinic is good however, there may be another location that would allow the camp to be conducted where an “open” space is available immediately adjacent to the clinic for field demonstration purposes, even if this is an indoor facility.
- A dedicated room for clinic and demonstration area. This year the Commons would have been ideal for that purpose except that two other camps/events were being held at the same time as the KHSAA camp.
- Presentations will address more officiating related issues.
- A divided camp, provide two levels of presentations to brand new officials and those with four years or more experience.
- Incorporate the camp photo into the camp fee. This was the first year to offer the campers a photo of the participants and staff. While only eighteen were sold, many commented that this was a very good idea but that the fee for the picture should be covered by the camp fee.
- Dinner needs to be adequately funded so that everyone is able to participate.
- Filming. Believe it or not, some of the campers suggested that videos of their field performance should be provided. The technology is available to provide campers with a video of their field performance almost on the spot with HD filming and DVD conversion. However, this suggestion requires many cameras and a mechanism to convert the digitized video into DVD format. Perhaps this could be done for an additional fee by those who would like a copy.
- Daily information exchange between KHSAA and the designated BGSF assigner. This year, there appeared to be several KHSAA participants as well as BGSF officials who thought they had done what was necessary to be considered attendees with both organizations. On Thursday, July 21, there were still discrepancies between both lists which created additional burdens on both KHSAA and BGSF representatives.

Appendix:

Additional demographic information:



An additional question was asked regarding additional sports that the participants officiated.

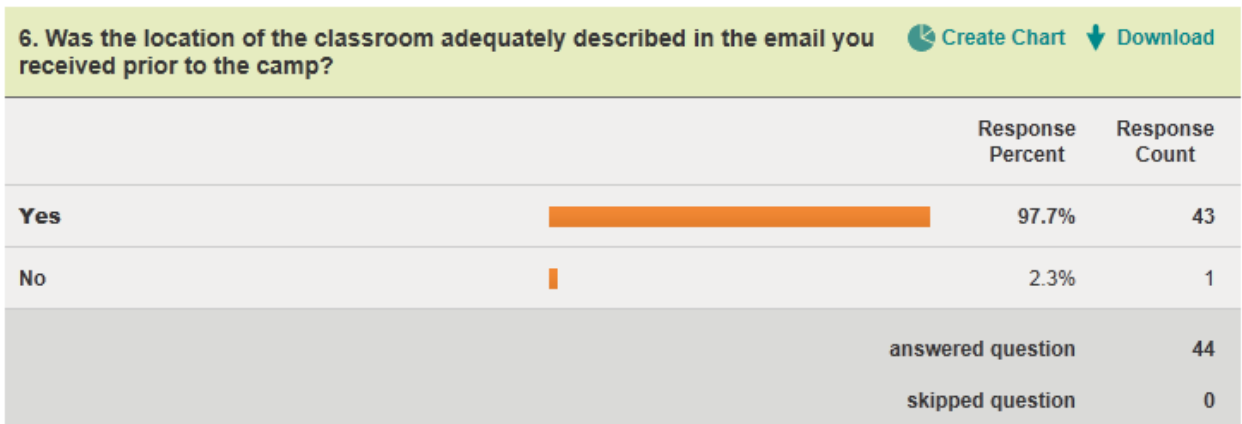


Six participants provided information regarding those sports in addition to soccer they were actively officiating.

Baseball 8/4/11 8:34AM View Responses
baseball 8/3/11 10:54AM View Responses
Basket Ball, Base Ball, Soft Ball, Foot Ball 8/3/11 10:23AM View Responses
Basketball 8/2/11 10:43PM View Responses
Baseball, Fast Pitch, Football, Basketball 8/2/11 4:27PM View Responses
Basketball 7/30/11 3:43PM View Responses

Camp format and facilities

The information below provides additional information regarding the facilities and the pre-camp information:



7. Was Friday's sign-in process:			Create Chart	Download
		Response Percent	Response Count	
Good		47.7%	21	
Fair		0.0%	0	
Adequate		11.4%	5	
Exceptional		40.9%	18	
			answered question	44
			skipped question	0

8. Was the classroom:			Create Chart	Download
		Response Percent	Response Count	
Inadequate for the size of the camp		13.6%	6	
Sufficient for the size of the camp		81.8%	36	
Other (please specify) Show Responses		4.5%	2	
			answered question	44
			skipped question	0

9. Was the location of parking lots/areas adequately described in the material you received via email prior to the camp?			Create Chart	Download
		Response Percent	Response Count	
Yes		88.6%	39	
No		11.4%	5	
If you answered "no" then please provide some ideas to make this information better Show Responses				4
			answered question	44
			skipped question	0

Additional comments were provided regarding parking:

Showing 4 text responses	No responses selected
A map (some of the emailed info did not come through my ISP) 7/31/11 9:30PM View Responses	
A map showing EXACTLY were to park would have been good. 7/30/11 10:31PM View Responses	
I parked in the William T Library lot instead of R lot 7/29/11 12:18AM View Responses	
Provide maps of the parking lots instead of just describing them. 7/29/11 11:32AM View Responses	

Presentations

Additional information regarding the presentations is provided here along with comments.

12. Was the topic delivered so that you could hear and understand the speaker?		Create Chart	Download
	Yes	No	Response Count
Legal Perspectives of high school sports officiating	97.7% (42)	2.3% (1)	43
The Referee/Assigner Relationship	100.0% (44)	0.0% (0)	44
Kicks from the mark, the new tie breaker policy	100.0% (44)	0.0% (0)	44
The Wall, a new perspective	97.7% (43)	2.3% (1)	44
	answered question		44
	skipped question		0

An additional question about the actual power point presentation was also asked. This question provided valuable insight into not only the efficiency but also the content of those presentations.

13. Was the topic supported by the Power Point provided by each presenter?

[Create Chart](#) [Download](#)

	The Power Point presentation detracted from the speaker	The Power Point presentation assisted in the delivery of the topic	I don't remember the Power Point	Response Count
Legal perspectives of high school sports officiating	4.7% (2)	79.1% (34)	16.3% (7)	43
The Referee/Assigner Relationship	4.5% (2)	59.1% (26)	36.4% (16)	44
Kicks from the mark, the new tie Breaker Policy	4.5% (2)	65.9% (29)	29.5% (13)	44
The Wall, a new perspective	9.1% (4)	63.6% (28)	27.3% (12)	44
		answered question		44
		skipped question		0

Game assignments




This topic was not addressed in the body of the report as it basically pertains to the game assignments at the BGSF. However, it is important for KHSAA to know how the campers feel about those assignments before planning begins for next year's event.

15. I felt that the games assigned to me were:

[Create Chart](#) [Download](#)

		Response Percent	Response Count
Beneath my level of officiating experience		18.6%	8
About my level of officiating experienced		25.6%	11
Matched my level of officiating experience		53.5%	23
Were above my level of officiating experience		2.3%	1
		answered question	43
		skipped question	1

Likewise, it is also important to determine whether the fee charged for the camp was offset by BGSF assignments. While that question is difficult to address, the answer to the question referring to the number of game assignments is presented below:

16. Was the number of games you were assigned:		Create Chart	Download
		Response Percent	Response Count
Less than I expected		11.4%	5
About what I expected		84.1%	37
More than what I expected		4.5%	2
answered question			44
skipped question			0

Camper recommendations

These responses are presented below in their original format. These comments have not been edited nor solicited beyond the scope of the question:

22. What other recommendations would you make to improve this event?		Download
		Response Count
Show Responses		19
answered question		19
skipped question		25

Those responses are presented below:

- (1) It was dangerously hot, which affected though of us not in midseason form who did 3-4 games Saturday. (2) A brief review of major NFHS rules differences from FIFA would be a helpful review before stepping on the field at BGG. Memory loss is a reality for older officials, and in the Spring/Summer, I focus on USSF and watch many FIFA matches & tournaments on TV.
 8/9/11 9:54AM [View Responses](#)
- greater game compensation
 8/3/11 10:26AM [View Responses](#)
- Have an outdoor session to visually and physically deal with setting a wall, positioning, flag mechanics,...etc.
 8/2/11 9:48PM [View Responses](#)
- While I understand this camp is for everyone. The opportunity should be provided to level 3 officials first as they have more opportunity for post season.
 8/1/11 10:53PM [View Responses](#)

This was the 2nd time I have attended the officials camp and my 6th year as a KHSAA official. Both times I was supposed to be evaluated in the center position, but AGAIN this year I was BUMPED to the AR spots for both of my observations and a very experienced (15+ years) official was observed instead of me both times. How am I supposed to know how I'm doing if I'm never seen and evaluated. Since this is a learning opportunity, I feel that the LEAST EXPERIENCED officials should be observed FIRST and if time allows itself, then the vets should get their turn. I also feel that some officials get special treatment when it comes to game assignments at the BGSF's as they are always doing centers while others are always AR's. Some of these officials may be USSF, and NISOA certified (Because it's ALL THEY TALK ABOUT... make that BRAG ABOUT) and have lots of experience doing games at those levels too, but I am proud to say that I am KHSAA certified, try my hardest to do the best job I can each and every game, and want to continue to improve myself for the association and the kids that play under my watch. It doesn't matter if it's a varsity boys sectional final or a girls JV preseason scrimmage between 2 rural teams, I give the players, coaches, schools and my other officials the same respect that they deserve. I was a USSF official for a while, but having to listen to the never ending bashing of rural small school soccer and even KHSAA officials by these PROFESSIONAL officials at the BGSF's for 2 years caused me to get out of that association. I'm not in it for the glory, the money, or even the possibility of one day doing a World Cup final; I'm in it for kids that play and the sport they play. I just wish that everyone felt that way, and I hope that one day these individuals will have to choose USSF or KHSAA. I know I made the correct choice.

7/30/11 11:23PM [View Responses](#)

Aside from filming games, I'm all for playing games from twelve midnight until twelve noon.

7/30/11 2:56PM [View Responses](#)

Referee coach video our match and make comments in real time as events are happening. Then provide entire game video to the center referee. Varsity games should always be 30 minute halves. It's summer. It's always hot in summer. Whether the heat index is 92 or 102 it is still hot. These are the first games of the summer for many players and refs. 30 minute halves offer perfect opportunity for water break at 15 minute mark. Everyone involved welcomed the water break. Even the coaches to get in a few quick comments to their teams. It's pre-season. 35 minutes is too long this early in the season. Let the teams go to 35 minutes a few weeks later during their scrimmages. Then full 40 minutes during regular season. It's a perfect buildup.

7/31/11 11:02PM [View Responses](#)

1. Drop the temperature about 20 degrees. 2. Assign games to challenge the referee.

7/31/11 8:55PM [View Responses](#)

More food, I was starving Friday night.

7/31/11 2:30PM [View Responses](#)

Possible situations and scenarios and the correct actions and restarts.

7/30/11 2:05PM [View Responses](#)

More food & drinks on Friday. At games have drinks delivered to fields when it is so hot.

7/30/11 12:46AM [View Responses](#)

Two and a half hours between breaks is too long, especially in a warm room. Perhaps trying to cut it down to at least 90 minutes between breaks.

7/29/11 7:13PM [View Responses](#)

Keep Ross as the camp director. Great instructor. Has the knowledge of the game and doesn't try to force down to the officials USSF rules on this level. Best camp director since Danny Percell.

7/29/11 7:05PM [View Responses](#)

Just the bit about making the PP projections larger so they are more useful and memorable.

7/29/11 3:09PM [View Responses](#)

If the camp is going to be held each year with the Bluegrass games, there needs to be two referee tents set up, as the distance from the very back to the front is almost too far to travel between matches.

7/29/11 2:49PM [View Responses](#)

I believe the presentation on managing a wall could have been better by showing some diagrams and/or case studies. The other presentations were OK, although a little light on prepared material and a little too much open forum.

7/29/11 2:42PM [View Responses](#)

Well done...I enjoyed it!

7/29/11 1:32PM [View Responses](#)

The food and beverage was inadequate - not quality, but quantity --- ran out of pizza and soft drinks on Friday. should have water & gatorade available Friday for the class session as we still needed to maintain hydration for the Saturday games Ran out of Water & Gatorade on Saturday for the games as well ... need to ensure quantity of drinks are not sacrificed for future camps

7/29/11 12:13AM [View Responses](#)

Cannot stress how much better personal demonstration and instruction improves ones comprehension.

7/29/11 11:40AM [View Responses](#)